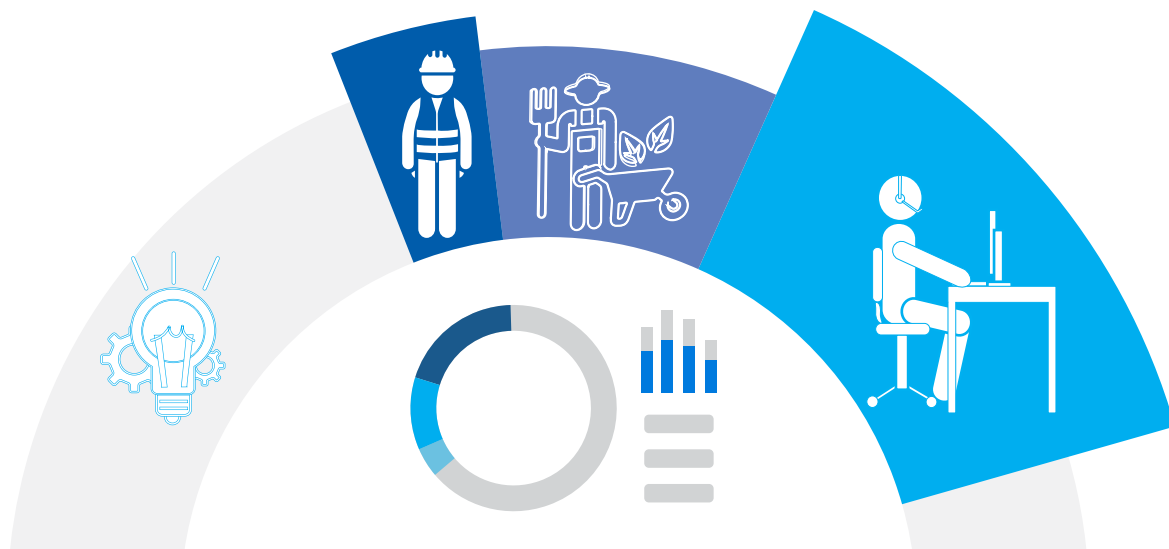




Republic
of Rwanda



Labour Force Survey

Annual Report

2024



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Foreword

Labour statistics play an essential role in supporting the country's efforts to achieve decent work for all. These statistics are indispensable for formulating policies aimed at this objective and for evaluating progress toward the realization of decent work.

To effectively monitor progress, in programs and policies as outlined in the second National Strategy for Transformation (NST2), Sustainable Development Goals (SDGs) as well as vision 2050, The Government of Rwanda need to have access to relevant, reliable, coherent, timely and accessible labour statistics. Such data is essential for tracking progress toward these goals and targets.

The National Institute of Statistics of Rwanda introduced the labour force survey (LFS) program since 2016 to provide key stakeholders, Ministry of Public Service and Labour and Ministry of Finance and Economic Planning, the Ministry of Education, International Labour Organization and other users, with needed labour statistics.

The ultimate goal of the labour force survey is to systematically collect data on employment and labour underutilization characteristics of the population on a continuous basis, thereby providing quarterly estimates of key labour force aggregates. The Rwanda Labour Force survey programme was initiated in 2016 with an annual sample spread into two rounds to provide bi-annual estimates of main indicators at the National level.

From February 2019, the annual sample was spread into four rounds to provide quarterly estimates of major labour market indicators at the National level. This specific report consolidates data from all four rounds conducted in 2024, specifically in February, May, August and November, to produce annual estimates for 2024 at both the national and district levels where applicable.

NISR extends its congratulations to all individuals and entities who contributed in one way or the other in this exercise. In particular, NISR expresses its profound gratitude to all survey coordinators, supervisors, interviewers for their unwavering commitment throughout all stages of this survey. NISR also acknowledges the respondents who generously dedicated their valuable time to provide the information that forms the foundation of this report.

The National Institute of Statistics of Rwanda invite policymakers, program managers, researchers and all users to actively utilize the valuable data presented in the Labour Force Survey to contribute to Rwandans' Economic development.



MURENZI Ivan
Director General of NISR





Executive summary

The Rwanda Labour Force Survey (RLFS) is a household-based sample survey conducted by the National Institute of Statistics Rwanda (NISR). It collects data on the labour market activities of individuals aged 14 years and older residing in private households across Rwanda. However, only persons aged 16 years and above are covered for reporting.

Since 2019, Rwanda redesigned LFS from bi-annual to a quarterly basis to provide more frequent estimates of labour market indicators and monitor labour market trends on a quarterly basis.

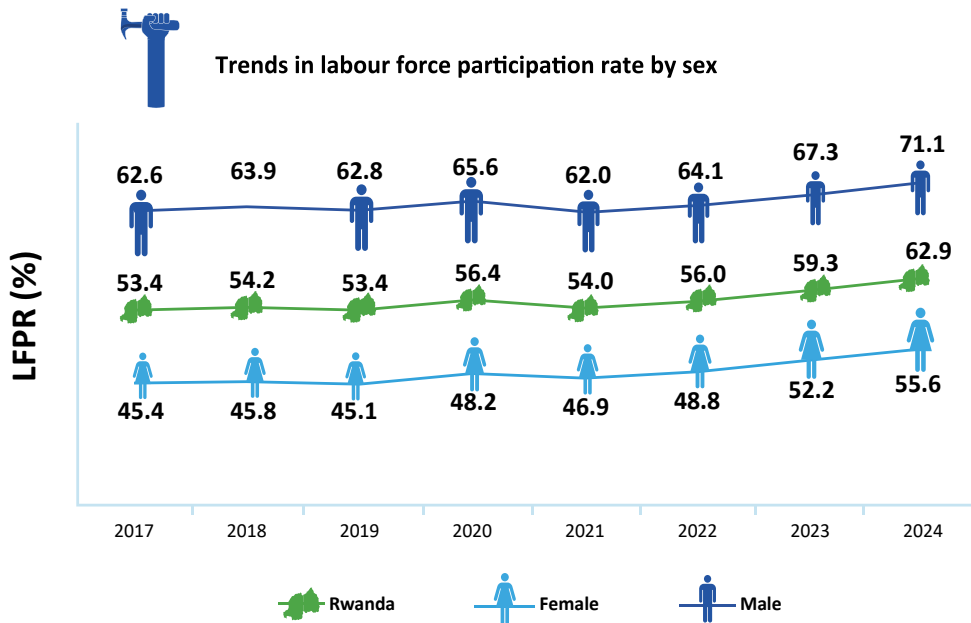
The main objective of the survey is to deliver quarterly and annual information on the size and characteristics of the labour force, including employment, unemployment, and other labour market characteristics of the population. Additionally, the survey was designed to measure various forms of work, particularly own-use production work as well as other components of labour underutilization such as time-related underemployment and the potential labour force in alignment with the international standards, adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013. All key concepts used henceforth in this report such as employment, unemployment, time related underemployment, labour underutilization, potential labour force, discouraged job seekers, etc are defined in annexe A of this report.

The current report presents the consolidated results of the annual report of 2024 RLFS obtained by combining data from all quarters of LFS in 2024 (February, May, August and November) and compares these findings with the results of 2023 RLFS. However, the tables in a separate excel file published together with this report contains detailed data points from the labour force surveys conducted since 2017.

Labour force

In 2024 the working age population (16 years and above) was approximately 8.3 million of whom around 4.4 million were employed, 780 thousand were unemployed, and 3.1 million were out of labour force. The sum of the employed and unemployed population makes the population in the labour force 5.2 million persons. The proportion of the working age population participating in the labour force has steadily increased since 2022. In 2024, it was estimated to be 62.9 % which is 3.6 percentage points higher compared to the estimated value in 2023. The rate of the population outside labour force decreased to 37.1 % in 2024 from 40.7 % observed in 2023.

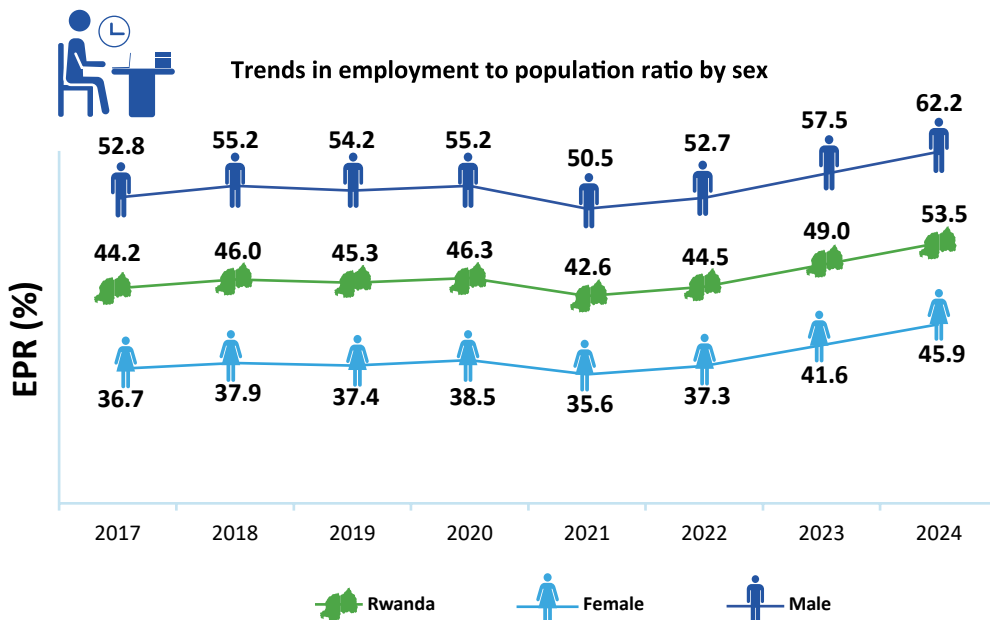
Generally, the labour force participation rate has consistently been higher among males than females population. The gender gap in labour force participation rate stood at approximately 15.5 percentage points in 2024, remaining relatively stable as compared to the situation in 2023.



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

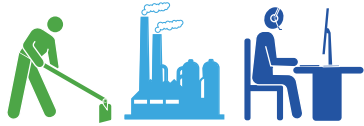
Employment

The employment-to-population ratio (EPR) increased to 53.5 % in 2024 from 49 % in 2023. EPR increased for both males and females, by 4.7 and 4.3 percentage points respectively. In 2024, the employment-to-population ratio was higher among males (62.2 %) compared to females (45.9 %). Additionally, the ratio was higher among adults aged 31 years and above (56.8 %) than youth aged 16-30 years (49.4 %). The employment to population ratio gender gap was 16.3 percentage points in 2024 and it remained relatively stable as compared to 2023.

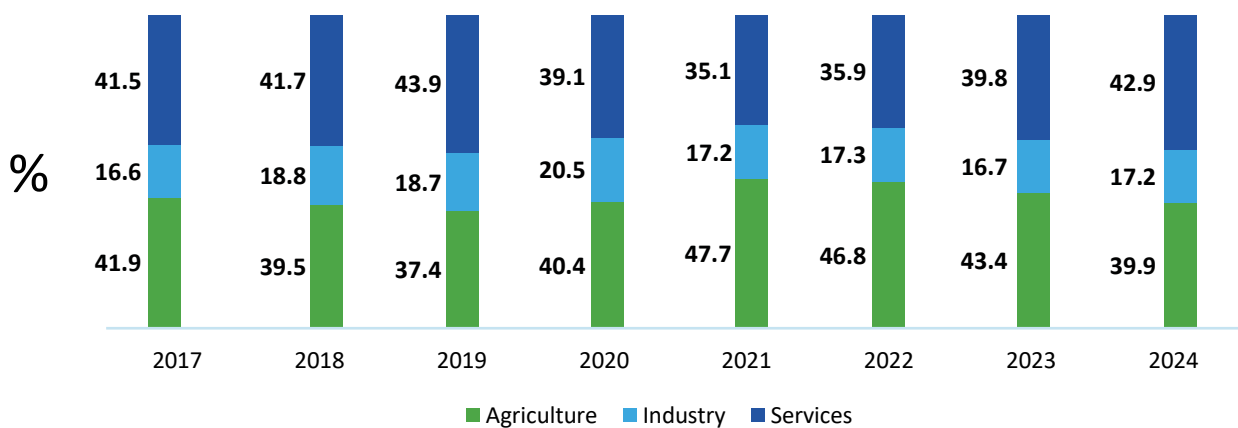


Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

The distribution of the employed population by aggregated broad branches of economic activity revealed that the services sector employed the majority of the employed population in 2024 LFS. The level of employment in the agricultural sector declined to 39.9 % in 2024 down from 43.4 % in 2023. Meanwhile, the share of employment in the industrial sector in 2024 rose to 17.2 %, an increase from 16.7 % in 2023. Similarly, the percentage of the employed population in the services sector increased up to 42.9 % from 39.8 % recorded in 2023.



Distribution of employed population by board sector of economic activity



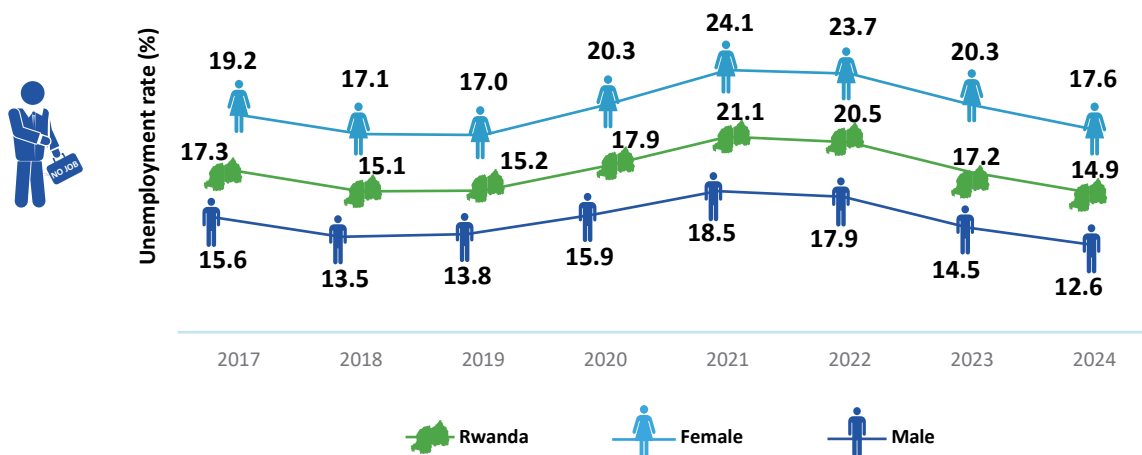
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Unemployment

In 2024, the unemployment rate stood at 14.9 % indicating that roughly for every 7 persons in the labour force, there was one person unemployed. This represents a decrease of 2.3 percentage points as compared to 2023. The estimated unemployment rate in 2024 remained relatively stable as compared to the pre-COVID-19 estimate in 2019 and 2018 (Around 15%). In 2024, the unemployment rate was higher among females (17.6 %) than males (12.6 %) and it was more prevalent among youth (18.5 %) than adults (12.3 %). Additionally, the unemployment rate was slightly higher in rural areas (15.2 %) compared to urban areas (14.3 %).

The unemployment rate gender gap was 5 percentage points in 2024, and it slightly declined by 0.8 percentage points as compared to 2023.

Trends in unemployment rate by sex



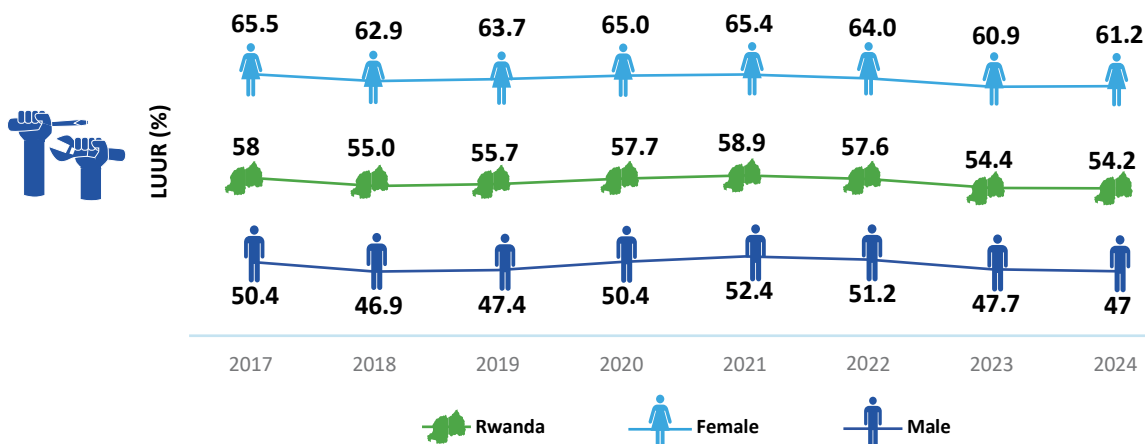
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Labour underutilization

The unemployment rate is not the only component of the unmet needs for employment. They are other components including time-related underemployment and potential labour force.

In 2024, the labour underutilization rate stood at 54.2 %. This rate was higher among females (61.2 %) than males (47 %) and higher among youth (56.2 %) than among adults (52.8 %). A comparison of the 2024 and 2023 results indicates that the labour underutilization rate remained relatively stable.

Trends in Labour Underutilization rate by sex



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

Rwanda Labour force survey, 2024

Summary labour force indicators

Working age population 16 years old and over (WAP): 8,303,568 persons

(This includes those who are in labour force and those out of labour force)

THE LABOUR FORCE

The sum of employed and unemployed Labour Force Participation 5,224,910 Persons 62.9%

EMPLOYED
All who worked for pay or profit
4,444,684 persons

EMPLOYMENT TO POPULATION RATIO (EPR)
53.5%

AGRICULTURE
Excluding subsistence foodstuff production

39.9 %

INDUSTRY
17.2 %

SERVICE
42.6%

Other employed
2,997,611

UNEMPLOYED
All not employed but seeking and available to work for pay or profit
780,226 persons

UNEMPLOYMENT RATE (UR)
14.9%

$$UR = \frac{\text{Unemployed}}{\text{Labour Force}} \times 100$$

Share of unemployed but engaged in subsistence agriculture.

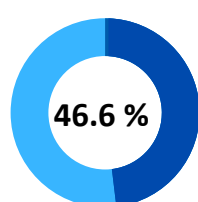
53.4 %

Other unemployed
46.6 %

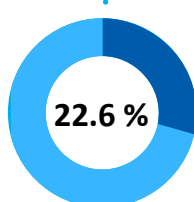
OUT OF LABOUR FORCE

Out of Labour Force rate 37.1%

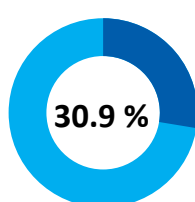
Population outside the labour force
(Not employed nor unemployed)
3,078,659



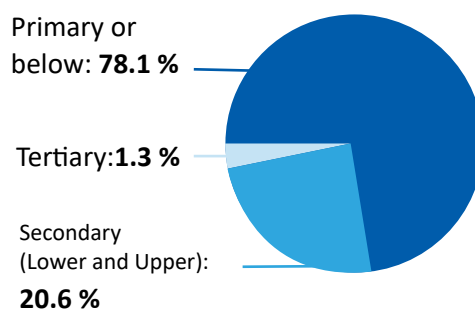
Subsistence agriculture
Other out of labour force



Exclusively Students



Other outside LF (Elderly, people with disabilities, discouraged job seekers)
1,752,689



Labour underutilization 3,553,269 persons

Composite measure of labour underutilization rate 54.2%

Unemployed
780,226

Potential labour force
(Portion of out of labour force)
1,325,970

They are available to work, but not searching for employment

Time-related underemployed
(Portion of employed)
1,447,073

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

Trend of comparison of General and Technical or vocational education.

	Employment to population ratio			Unemployment rate		
	Rwanda	General education	TVET	Rwanda	General education	TVET
2017	44.2	42.4	54.2	17.3	18.8	18.7
2018	46.0	43.9	58.0	15.1	17.2	17.4
2019	45.3	43.0	59.6	15.2	16.9	15.4
2020	46.3	44.0	63.6	17.9	20.1	17.1
2021	42.6	39.7	58.1	21.1	23.2	20.3
2022	44.5	41.4	63.8	20.5	22.9	18.9
2023	49.0	46.4	64.6	17.2	18.7	16.7
2024	53.5	50.5	67.2	14.9	15.8	15.7

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2017-2024

Trend of comparison of General and Technical or vocational education among youth 16-30 years old

	Employment to population ratio			Unemployment rate		
	Rwanda	General education	TVET	Rwanda	General education	TVET
2017	40.8	33.9	49.0	21.3	24.0	23.4
2018	42.4	35.3	56.5	18.7	21.2	23.4
2019	41.3	34.3	59.4	19.4	21.9	19.6
2020	42.6	37.0	59.8	22.4	25.1	24.0
2021	37.0	31.1	55.1	26.5	29.5	25.0
2022	38.1	32.1	61.5	25.6	28.7	23.7
2023	44.5	37.8	62.6	20.8	22.8	21.6
2024	49.4	42.0	67.3	18.5	19.8	19.7

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2017-2024

Trend of Labour force survey Main indicators

Indicators	Period: Year						
	2018	2019	2020	2021	2022	2023	2024
Labour force participation rate (%)	54.2	53.4	56.4	54.0	56.0	59.3	62.9
Foodstuff production participation rate (outside LF) %	24.4	23.4	17.0	18.0	16.5	17.2	17.3
Employment to population ratio (%)	46.0	45.3	46.3	42.6	44.5	49.0	53.5
Percentage of employed population in market-oriented agriculture (%)	39.5	37.4	40.4	47.7	46.8	43.4	39.9
Percentage of employed population in industry (%)	18.8	18.7	20.5	17.2	17.3	16.7	17.2
Percentage of employed population in services%	41.7	43.9	39.1	35.1	35.9	39.8	42.9
Number of off-farm main jobs (agriculture excluded) in Thousands	1,942	2,049	2,061	1,721	1,886	2,239	2,670
Informal employment rate (%)	89.8	89.5	69.8	90.5	90.8	90.9	91.2

Indicators	Period: Year						
	2018	2019	2020	2021	2022	2023	2024
Proportion of informal employment in non-agriculture employment (%)	83.5	83.5	84.8	81.9	83.2	84.1	85.5
Median weekly hours actually worked	30	30	30	25	28	30	28
Median weekly hours usually worked	36	36	36	36	36	36	36
Unemployment rate (%)	15.1	15.2	17.9	21.1	20.5	17.2	14.9
Unemployment rate among university graduates (%)	15.7	14.6	15.6	17.5	17.3	14.2	11.5
Unemployment rate among secondary school graduates (%)	26.5	23.9	25.2	27.7	32.4	23.1	19.9
Unemployment rate among females (%)	17.1	17.0	20.3	24.1	23.7	20.3	17.6
Unemployment rate among males (%)	13.5	13.8	15.9	18.5	17.9	14.5	12.6
Unemployment rate among TVET graduates (%)	17.4	15.4	17.4	20.3	18.9	18.9	15.7
Unemployment rate among general education graduates (%)	17.2	16.9	20.9	23.2	22.9	18.1	15.8
Unemployment rate among persons with disability (%)	14.1	14.3	21.3	21.1	16.4	19.0	14.9
Youth unemployment rate (%)	18.7	19.4	22.4	26.5	25.6	20.8	18.5
Time related underemployment rate (%)	28.2	26.8	23.7	31.2	31.7	29.4	32.6
Combined rate of labour underutilization (%)	55.0	55.7	57.7	58.9	57.6	54.4	54.2
Average monthly salary from paid employment (In Frw))	56,983	57,878	57,306	54,073	58,784	68,656	73,948
Average monthly salary in agriculture (In Frw)	20,352	20,384	20,813	21,215	22,532	28,257	30,678
Average monthly salary in industry (In Frw)	58,509	63,346	61,547	69,787	75,148	88,877	92,221
Average monthly salary in services (In Frw)	108,722	103,694	104,749	114,224	122,879	130,699	127,680
Proportion of TVET graduates who are employed (%)	58.0	59.6	63.7	58.1	63.8	62.0	67.2
Proportion of General education graduates who are employed (%)	43.9	43.0	44.7	39.7	41.4	45.9	50.5
Share of women in non -agricultural paid employment (%)	31.5	32.8	32.0	31.5	32.1	31.9	33.6
Share of youth in non-agricultural paid employment (%)	50.5	49.4	49.4	45.3	44.2	45.9	47.7
Manufacturing employment as a proportion of total employment (%)	6.4	6.4	5.8	4.8	5.3	5.5	5.7
Proportion of permanent jobs in total paid employment	26.9	30.3	23.4	19.2	20.6	24.1	25.8
Proportion of daily jobs in the total paid employment	59.8	56.2	63.2	69.8	70.2	65.3	62.4

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2017-2024

Introduction

The 2024 Rwanda Labour Force Survey (RLFS) report provides an in-depth examination of the country's labour market, offering crucial data for policymakers, development partners, and other stakeholders involved in improving Rwanda's workforce dynamics. Conducted by the National Institute of Statistics of Rwanda (NISR), this annual report delivers vital insights into the employment, unemployment, and labour underutilization trends across Rwanda, making it an indispensable tool for shaping labour market policies and strategies.

A key aspect of the 2024 RLFS is its robust sampling methodology, which was significantly enhanced by leveraging data from the 2022 National Population and Housing Census. This updated sampling frame ensured that the survey accurately captured a diverse representation of Rwanda's working-age population, encompassing individuals aged 16 years and above. The survey excluded institutional populations (such as those in hostels, correctional facilities, and health resorts) and focused on private households, providing a clear picture of the labour market as it pertains to the general population.

The sampling design followed a two-stage stratified cluster approach, which improved both the precision and reliability of the estimates. Initially, enumeration areas (EAs) were selected from the updated census database using probability proportional to size, ensuring that regions with larger populations had a higher likelihood of inclusion. In the second stage, households within these EAs were systematically selected for participation. This method allowed for the efficient coverage of both rural and urban areas, ensuring that the data reflected the labour market's regional and demographic differences.

Additionally, the 2024 RLFS also adopted a rotation sampling scheme that changed from a 1-1-1 format in previous years before 2023 to a 2-2-2 scheme. This modification enabled more accurate tracking of labour market changes over time by retaining a portion of households for repeated observation across survey rounds, while still introducing new households to ensure freshness in data collection. The survey was conducted on a quarterly basis, with data collection taking place in February, May, August, and November. This approach enables the provision of comprehensive seasonal insights into labour trends and challenges.

The rigorous sampling design allowed the RLFS to produce estimates with a high level of precision. For instance, in 2024 the standard error for national labour force main indicators was approximately 0.3%, ensuring that the results were both statistically reliable and representative of the broader population.

As Rwanda continues to prioritize economic development, the findings from this annual labour force survey report play an essential role in guiding interventions aimed at addressing issues such as high unemployment, labour underutilization, and gender disparities. The report's detailed analysis of employment sectors, informality, income distribution, and specific groups, such as women, youth, and persons with disabilities, provides a clear roadmap for shaping Rwanda's labour policies in the coming years.

This report compares the results of 2024 labour force survey with those of 2023. However, in some sections, the tables or figures are presented with additional time series of results from 2017 to 2024. The excel file including the full annual time series of the main indicators is also published along with this report at the NISR website.

The survey results analysed in this report are presented into 11 chapters including this introduction. The other chapters cover the following.

- Labour market overview
- Characteristics of the population in the labour force
- Characteristics of employed population
- Unemployment and labour underutilization
- Population outside the labour force
- Youth population
- Work in agriculture
- Own use production works out of agriculture.
- Migrant workers
- Workers with disabilities

Labour Market Overview

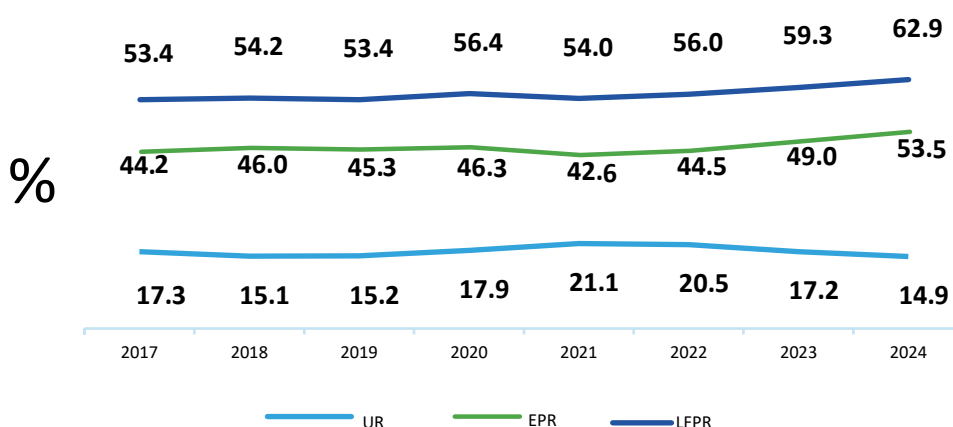
2.1 Labour force participation rate, employment to population ratio and unemployment rate

Figure 2.1. illustrates the trends of some key labour market indicators. In 2024, the unemployment rate declined to 14.9 % as compared to 17.2 % observed in 2023.

The analysis of employment trends shows that in 2024, the employment-to-population ratio increased by 4.5 percentage points compared to 2023, while the labour force participation rate increased by 3.6 percentage points in the same period.

It is important to note that the level of labour force participation and employment in 2024 exceeded pre-COVID-19 levels while the registered rate of unemployment in 2024 was relatively stable compared to the one observed prior to COVID-19 (2018, 2019). This could be interpreted as a reflection of economic recovery and a reallocation of previously inactive labour force participants into employment.

Figure 2.1. Trend Labour force participation rate, employment to population ratio and unemployment rate



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

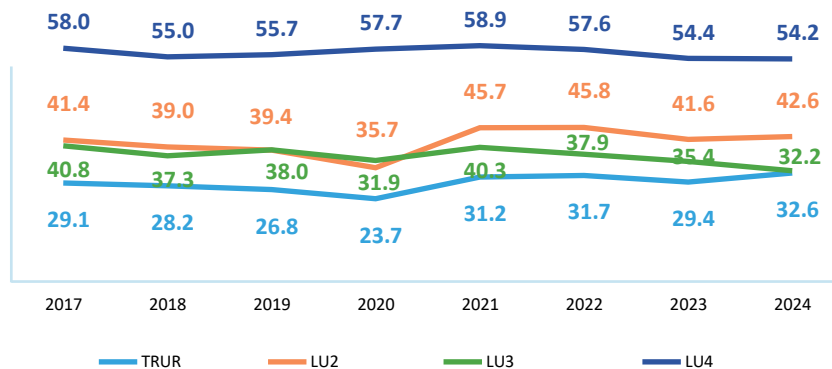
2.2 Trend of labour Underutilization

The 2024 LFS results were compared to those of 2023 to assess trends in labour underutilisation. The analysis examined 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) which includes unemployment, time-related underemployment and potential labour force.

The comparison of LFS 2024 with the previous year shows that LU3 declined by 3.2 percentage points indicating an improvement in labour market's ability to integrate both unemployed and potential labour force. However, time-related underemployment (TRUR) increased by 3.2 percentage points, suggesting that the majority of workers are employed for fewer hours than they would prefer. Meanwhile, LU4 and LU2 remained almost stable over the same period.

These findings suggest that while the employment levels have improved, challenges persist in reducing labour underutilization, particularly regarding time-related underemployment.

Figure 2. 2. Trends of labour underutilization



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

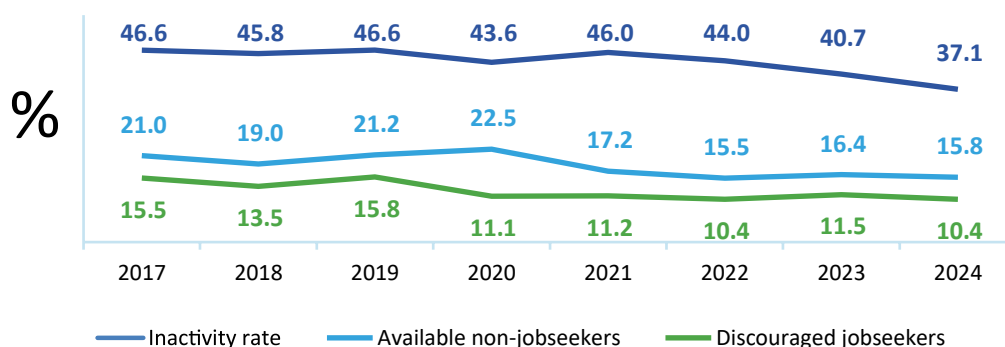
2.3. Rate of population outside the labour force

Figure 2.3 presents the trends in the rate of population outside the labour force according to different categories. The results show that the recorded rate in 2024 decreased by 3.6 percentage points, as compared to the estimated value one year earlier (2023).

Among the components of the population outside the labour force, available non-job seekers constitute a substantial category. In Rwanda, most of the population in this category are mainly subsistence farmers (64.7% in 2024). The proportion of the working age population falling in this category in 2024 remained relatively stable compared to the estimate of the one year back (2023).

An important sub-category of the available non-job seekers is the discouraged jobseekers. These are people outside the labour force who did not “seek employment” for labour market-related reasons such as past failure to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers. In 2024 the proportion of discouraged jobseekers among the working age population decreased by 1.1 percentage points as compared to the estimate of 2023.

Figure 2. 3 Trends of inactivity rates and potential labour force



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

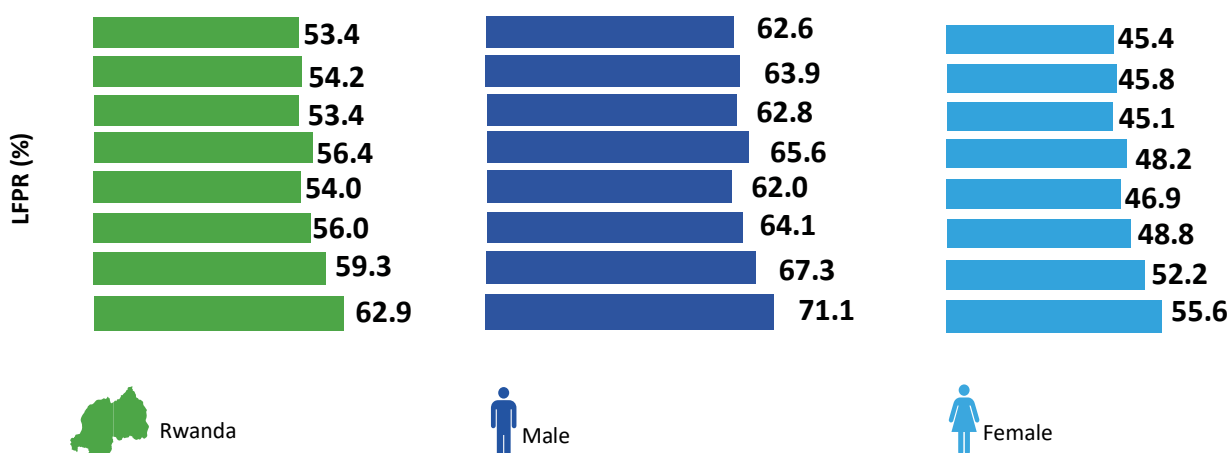
Characteristics of population in labour force

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 by 3.6 percentage points in 2024 as compared to 2023. The observed increase during this period was slightly lower among female than male population (3.4 and 3.8 percentage points respectively).

Generally, the labour force participation rate is higher among the male population than that of female over time. The gender gap in labour force participation rate was 15.5 percentage points in 2024 and it remained stable as compared to the situation one year back.

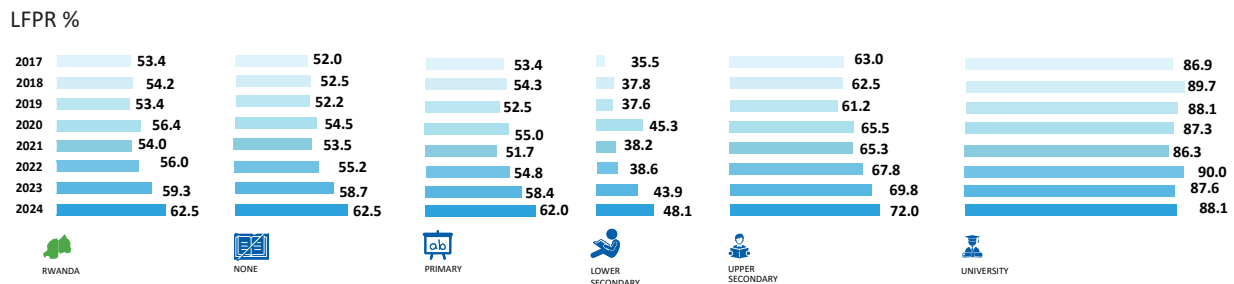
Figure 3. 1 Labour force participation rate by sex



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

3.2 Labour force participation by education

The analysis of the labour force participation rate by educational attainment reveals that individuals with relatively higher levels of education was higher compared to those with lower levels of education over time. A comparison between 2024 and 2023 indicates an increase in the labour force participation rate among individuals with lower secondary level and upper secondary levels of education.

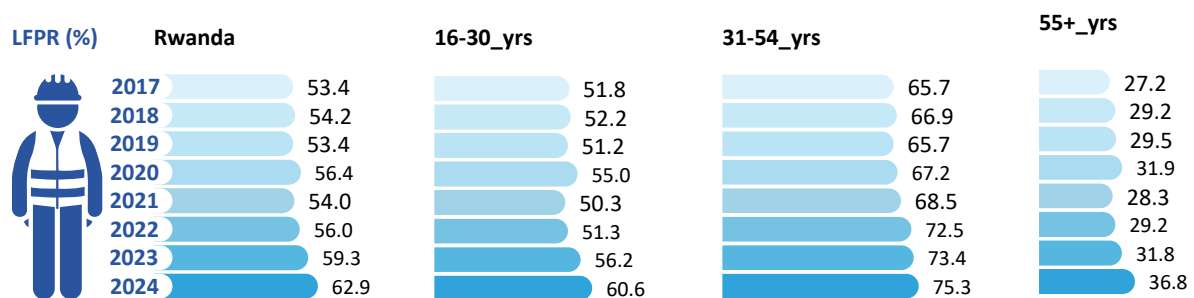
Figure 3. 2 Labour force participation rate by level of education.

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

3.3 Labour force participation by age group

In 2024, the labour force participation rate among youth aged 16 to 30 years was 60.6 %. It significantly increased by 4.4 percentage points as compared to 2023. In the same way, it increased by 1.9 percentage points among people aged 31 to 54 years and 5 percentage points among those aged 55 years and above.

Generally, the labour force participation rate is higher among population aged 31-54 years old group compared to the remaining age groups.

Figure 3. 3 Labour force participation rate by age group

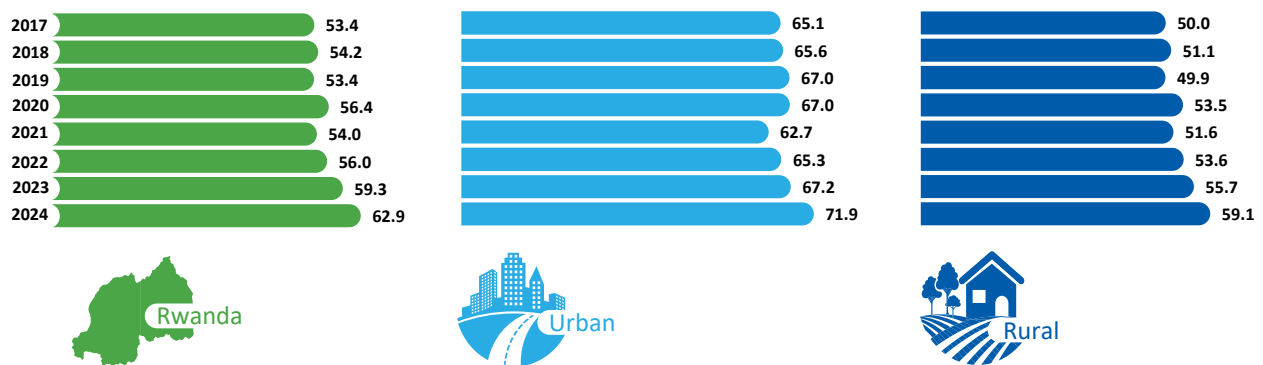
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

3.4 Labour force participation by area of residence

The comparison of labour force participation rate in 2024 and 2023 reveals that it increased by 4.7 and 3.4 percentage points in urban and rural areas respectively.

The labour force participation rate was higher in urban areas compared to rural areas. This may be attributed to the diversity of job opportunities in urban areas as compared to rural areas. It could also be attributed to the fact that most people in rural areas are involved in subsistence agriculture. The gap between the labour force participation rate in urban and rural areas increased from 11.5 percentage points in 2023 up to 12.8 percentage points in 2024.

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



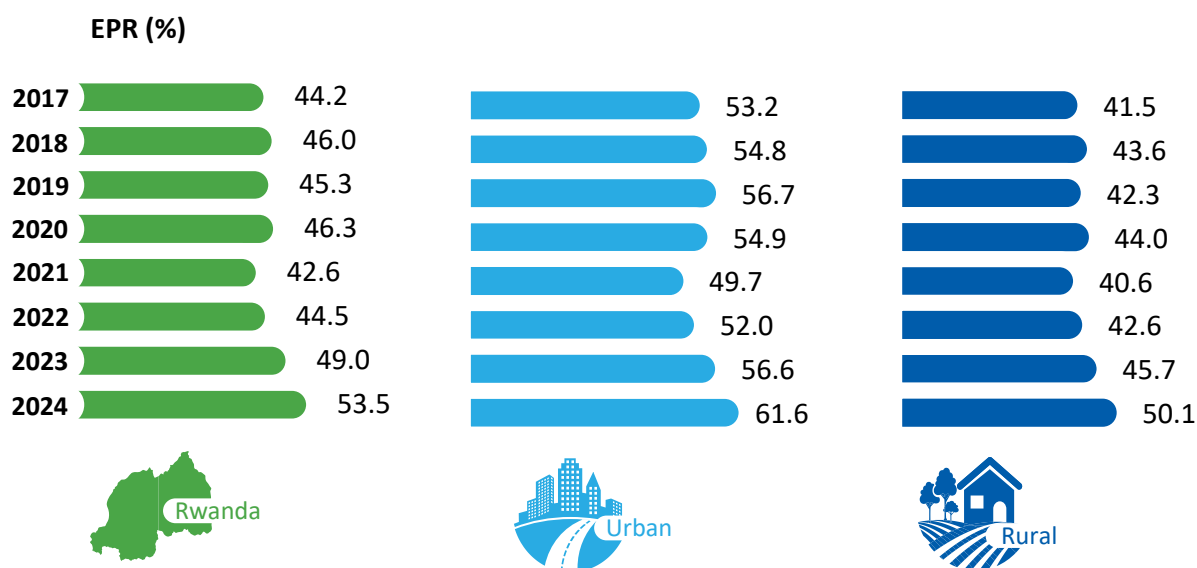
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Employment to population ratio (EPR)

Aggregate employment generally increases alongside with population growth. Therefore, the EPR serves as a measure of the economy's capacity to generate income-earning opportunities for person's working age (16 years and above). It reflects the demand for labour in the economy, particularly in terms of the number of workers employed. An increase in the employment-to population ratio is often regarded as an indicator of economic acceleration and an increase in total employment as an indicator of economic stability. In 2024, the Employment-to-population ratio was 53.5 % representing an increase of 4.5 percentage points compared to the rate observed in 2023. During the same period, the ratio increased by 5 percentage points in urban areas and by 4.4 percentage point in rural areas.

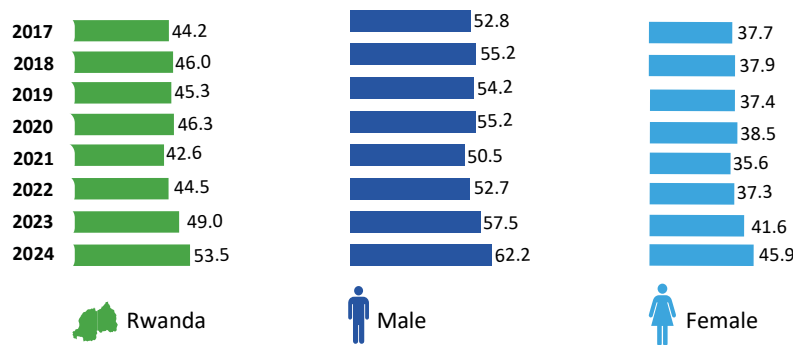
It is observed that the employment-to-population ratio is generally higher in urban areas as compared to rural areas over time. The gap between the employment-to-population ratio in urban and rural areas remained significant in 2024 (15.5 percentage points) and it remained relatively stable compared to the observed gap in 2023.

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



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

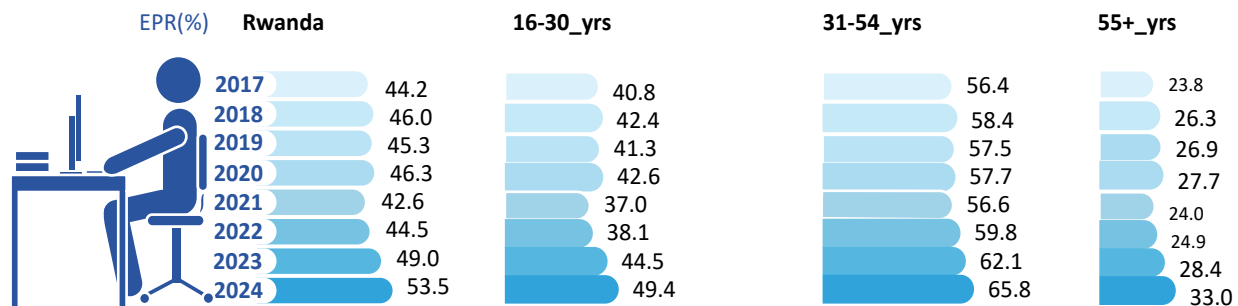
Figure 4.2 illustrates the trend in the employment-to-population ratio for both male and female population. A significant gap persists between the employment-to-population ratio of males and females over time. In 2024 the employment-to-population ratio increased by 4.7 percentage points among males and 4.3 percentage points among females compared to 2023 estimates. The gender gap in the employment to population ratio remained significant in 2024 at 16.3 percentage points and showed relative stability compared to the gap observed one year earlier, which stood at 15.9 percentage points

Figure 4. 2: Employment to population ratio by sex

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

Figure 4.3 below shows the trend in the employment-to-population ratio across different age groups. There is a high gap between the employment-to-population ratio of youth and adults aged 31-54 years over time. In 2024, the employment-to-population ratio increased in all age groups categories. Specifically, it increased by 4.9 percentage points and 3.7 percentage points among youth and adults aged 31-54 years, respectively, compared to 2023 estimates. The employment to population ratio among the population aged 55 years and above also increased by 4.6 percentage points during.

However, the ratio for this age group remains relatively lower compared to the other age groups presented in the figure below as some of the people in this age group are retiring from the workforce.

Figure 4. 3: Employment to population ratio by age group.

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

4.2 Status in employment

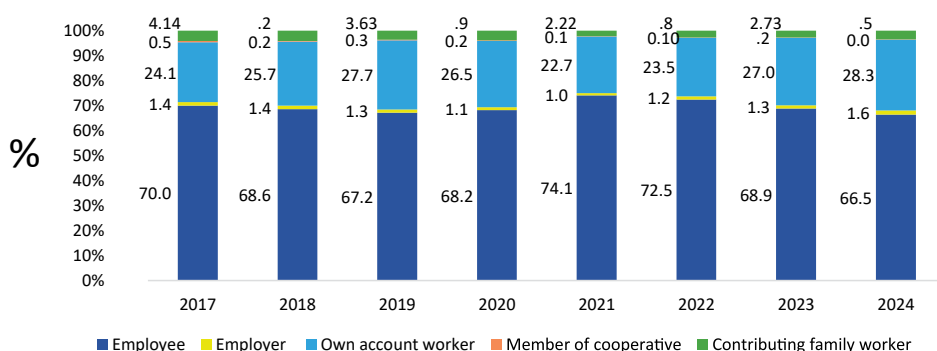
The results in Table 4.1 below reveal that, in 2024 the number of employed populations increased by 12.3 % compared to 2023. It is observed that the category of employees and paid apprentices recorded the highest share of employment across all rounds of the labour force survey followed by own-account workers and contributing family workers. In 2024, the number of employees and paid apprentices increased by 8.4 % as compared to 2023. The number of own account worker (without regular employees) increased by 17.9 % while the number of contributing family workers increased by 45.5 %.

Table 4. 1: Distribution of employed population (,000) by status in employment.

Status in employment	2017	2018	2019	2020	2021	2022	2023	2024	% change 2023-2024
Total	2,989	3,207	3,274	2,661	3,288	3,546	3,959	4,445	12.3%
Employee	2,092	2,201	2,199	1,816	2,435	2,570	2,726	2,954	8.4%
Self-employed	760	868	947	737	777	876	1,118	1,331	19.1%
Contributing family worker	137	139	128	109	76	100	114	159	39.3%

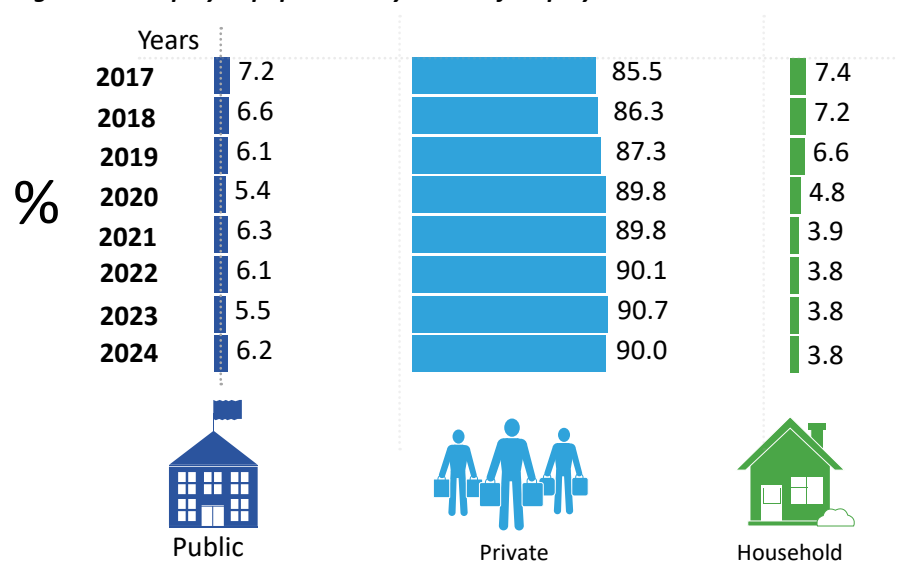
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Figure 4.4 shows the distribution of employed population according to the status of employment. It reveals that the share of employees and paid apprentices in 2024 was 66.5 % while it was 28.3 % for own account workers. Compared with 2023, the share of employees decreased by 2.4 percentage points, while the share of own account workers increased by 1.3 percentage points.

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

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

The distribution of the employed population by sector of employment reveals that the majority of employed persons were in private sector, followed by public sector and household as employer over time. In 2024, the share of employed population in private sector stood at 90%. It was 6.2 % and 3.8 % in public and household respectively. The comparison of the estimates of employed population by sector in 2024 and 2023 revealed that the estimates were relatively stable across all employment sectors. The private sector also includes those who were engaged in the cooperatives, and in international/ local non-governmental organizations (less than 1 percent each).

Figure 4.5: Employed population by sector of employment.

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

4.3 Main occupation

According to the results in Table 4.2, elementary occupations had the highest share of employment, followed by service and sales workers, and craft-related trades workers, across all years of the labour force survey. The results also indicate that in 2024, all occupational groups increased compared to 2023. Among the occupations accounting for at least 5% of total employment, the largest increases were observed in Skilled agricultural, forestry and fishery workers (39.5%), craft and related trades workers (21.2 %), as well as service and sales workers and professionals (16.3% each).

Table 4. 2: Distribution of employed population (,000) by occupations

Major Occupation group	2017	2018	2019	2020	2021	2022	2023	2024	%change
									2023-2024
Total	2,989	3,207	3,274	2,661	3,288	3,546	3,959	4,445	12.3%
Managers	42	43	45	39	34	38	39	51	28.6%
Professionals	179	202	198	147	205	230	243	283	16.3%
Technicians and associate professionals	44	43	50	40	42	37	33	69	105.8%
Clerical support workers	28	30	34	24	32	30	33	44	33.2%
Service and sales workers	544	607	649	478	468	491	707	823	16.3%
Skilled agricultural, forestry and fishery workers	183	229	220	177	145	184	224	313	39.5%
Craft and related trades workers	235	266	273	244	253	292	311	378	21.2%
Plant and machine operators and assemblers	76	92	98	68	82	95	107	140	30.9%
Elementary occupations	1657	1696	1707	1444	2026	2149	2260	2345	3.8%

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

4.4 Main Economic activity

According to the results in Table 4.3 below, in 2024, the majority of employed population was engaged in agriculture, forestry, and fishing (39.9 %). Other sectors that employed a substantial number of populations were wholesale and retail trade, repair of motor vehicles and motorcycles (13.8 %), construction (9.5 %), transportation and storage (6.8 %), manufacturing (5.7 %), education (4.4 %), Activities of households as employers (3.9 %) and Accommodation and food services activities (3.4 %).

Table 4. 3: Percentage distribution of employed population by branch of economic activity.

ISIC High level	2017	2018	2019	2020	2021	2022	2023	2024
Agriculture forestry and fishing	41.6	39.5	37.2	40.4	47.7	46.8	43.4	39.9
Mining and quarrying	1.6	2.0	2.2	1.7	0.9	1.4	1.3	1.7
Manufacturing	5.3	6.4	6.4	5.8	4.8	5.3	5.5	5.7
Electricity gas steam and air conditioning supply	0.3	0.2	0.3	0.2	0.2	0.1	0.1	0.1
water supply, gas, and remediation services	0.3	0.2	0.2	0.2	0.2	0.2	0.1	0.1
Construction	9.1	10.0	9.6	12.6	11.1	10.3	9.8	9.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	15.6	14.9	14.8	13.5	10.7	10.5	13.0	13.8
Transportational and storage	4.2	4.4	5.2	4.2	4.8	5.6	5.8	6.8
Accommodation and food services activities	1.4	2.2	3.0	2.6	1.7	2.1	3.1	3.4
Information and communication	0.4	0.4	0.4	0.3	0.4	0.2	0.3	0.3
Financial and insurance activities	0.7	0.9	1.1	1.0	1.0	0.8	0.9	0.8
Real estate activities	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Professional, scientific, and technical activities	0.8	0.8	0.8	0.6	0.5	0.7	0.6	0.6
Administrative and support activities	1.2	1.6	1.8	2.0	1.6	1.7	2.0	2.1
Public administration and defense; compulsory social security	2.1	1.9	2.1	1.9	2.1	1.7	1.4	1.9
Education	3.7	3.3	3.6	3.1	3.8	4.1	4.2	4.4
Human health and social work activities	1.6	1.5	1.4	1.6	1.5	1.4	1.1	1.3
Arts, entertainment, and recreation	0.4	0.3	0.3	0.3	0.2	0.2	0.2	0.2
Other services	1.8	2.1	2.2	2.8	2.7	2.9	2.8	3.1
Activities of households as employers	7.4	6.8	6.6	4.8	4.1	4.0	4.1	3.9
Activities of extraterritorial organizations and bodies	0.4	0.6	0.6	0.2	0.1	0.1	0.1	0.1

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

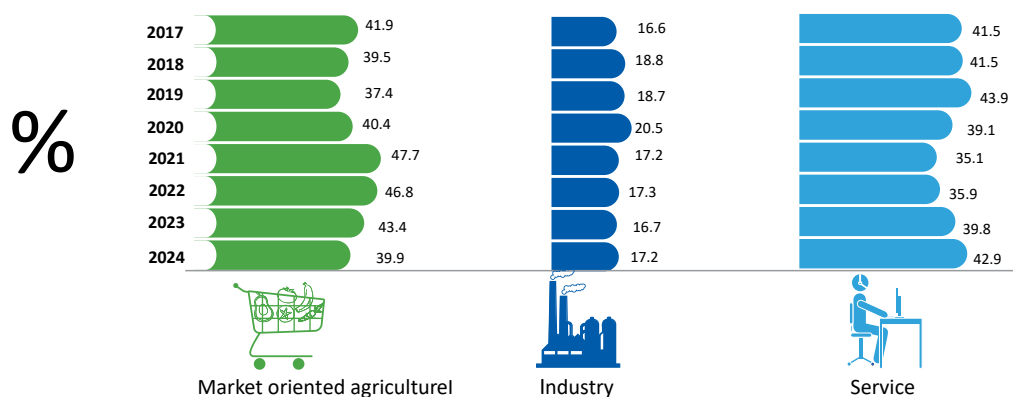
The results in Table 4.4 reveals that in 2024, there was a growth in 18 branches of economic activity compared to 2023. The increase among the economic activities with at least 5 percentage of the total employment was observed in Transportation and storage (29.6 %), wholesale and retail trade; repair of motor vehicles and motorcycles (18.7 %), Manufacturing (16 %), construction (9.8 %) and agriculture (3.2 %).

Table 4. 4: Distribution of employed population by economic activities (,000)

Branch of Economic Activity	2017	2018	2019	2020	2021	2022	2023	2024	% change 2023-2024
Total	2,989	3,207	3,274	3,461	3,288	3,546	3,959	4,445	12.3%
Agriculture forestry and fishing	1,244	1,265	1,219	1,400	1,567	1,660	1,720	1,775	3.2%
Mining and quarrying	47	63	71	57	30	48	50	77	53.8%
Manufacturing	158	205	209	202	158	187	218	253	16.0%
Electricity gas steam and air conditioning supply	9	6	9	7	7	4	5	5	-8.3%
Water supply, gas and remediation services	9	8	8	7	6	6	3	6	108.7%
Construction	271	322	315	436	365	366	386	424	9.8%
Wholesale and retail trade; repair of motor vehicles and motorcycles	468	477	485	466	351	372	516	613	18.7%
Transportation and storage	124	140	171	146	157	198	231	300	29.6%
Accommodation and food services activities	43	69	97	91	54	74	122	153	25.4%
Information and communication	11	14	12	10	12	8	11	12	6.2%
Financial and insurance activities	22	29	35	36	34	27	37	37	1.7%
Real estate activities	3	4	4	4	3	4	5	6	29.3%
Professional, scientific and technical activities	23	25	27	21	18	26	25	29	14.1%
Administrative and support activities	37	52	60	69	53	59	78	94	21.4%
Public administration and defense; compulsory social security	62	60	68	65	67	61	56	84	50.0%
Education	111	106	119	108	124	144	165	197	19.6%
Human health and social work activities	49	49	46	56	49	48	44	59	34.7%
Arts, entertainment and recreation	11	10	11	10	6	8	9	8	-13.4%
Other services	53	66	72	96	89	101	110	136	24.1%
Activities of households as employers	220	218	215	167	134	141	163	173	6.3%
Activities of extraterritorial organizations and bodies	11	18	21	7	3	4	4	3	-34.9%

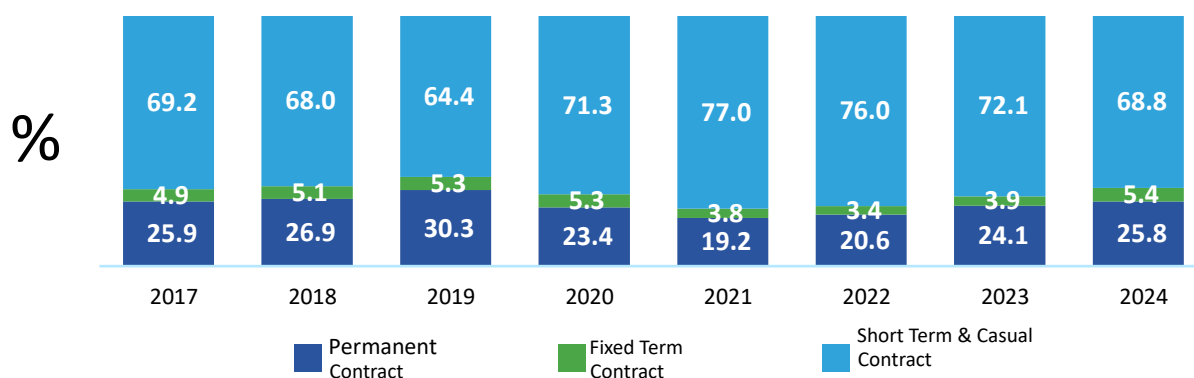
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

The classification of different branches of economic activities into broad economic activity sectors, as presented in Figure 4.6 reveals that in 2024, the services sector employed 42.9 %of the employed person, reflecting an increase of 3 percentage points compared to 2023 while the share of industry in the total employment accounted for 17.2 %and remained relatively stable compared to 2023. Females were more likely to be engaged in market-oriented agriculture (54.5% in 2024) constituting 54.5% of the workforce in 2024 compared to males. In contrast, the proportion of males employed in the industry sector (74.5% in 2024) and the services sector (55% in 2024), was relatively higher than that of females over time.

Figure 4.6: Share of employment by broad branch of economic activity.

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

The figure 4.7 below indicates that in 2024, the majority of employees (68.8 %) had short-term or casual contracts, reflecting a decrease of 3.3 percentage points compared to 2023. This group is followed by employees with permanent contract, who accounted for (25.8 %) representing an increase of 1.7 percentage points compared to 2023. The category of employees with fixed-term contract (5.4%) also increased by 1.5 percentage points compared to 2023. The results reveal no significant difference between males and females in terms of contract duration.

Figure 4.7: Trend of length of employment contract

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

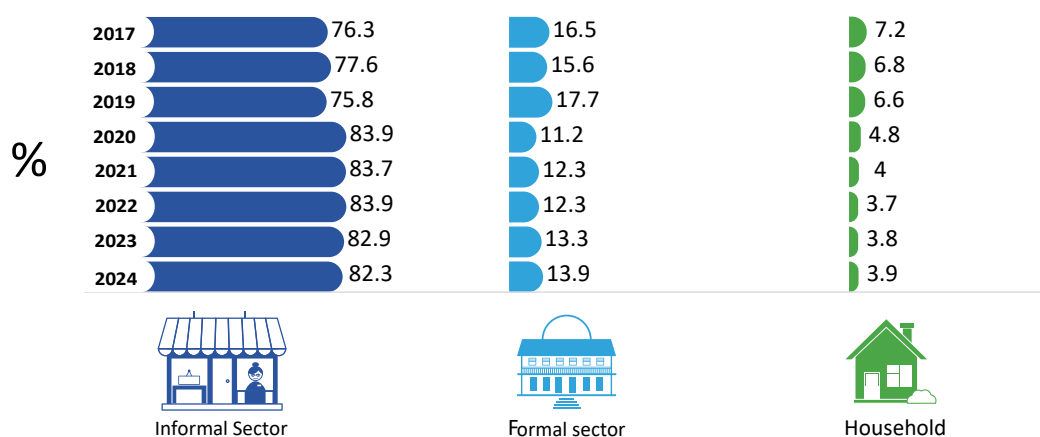
4.5 Informal sector and informal employment

4.5.1: Employment in Informal, formal sectors, and household

The concept of the informal sector is broadly characterized as unincorporated enterprises owned by households.¹ In such economic units, fixed capital and other assets of the enterprise are not owned by the production units as such but by their owners, and may these assets may be used for both production and personal purposes. As a result, production expenditures can hardly be separated from household expenditures. In practice, within the LFS, employment in the informal sector was defined as all persons 16 years of age and above who were engaged in unregistered² private business enterprises that did not maintain written records of accounts. However, workers engaged by households were excluded from the classification of employment in the informal sector.

The results of the survey show that in 2024 there were 3,632,400 employed persons in the informal sector, corresponding to 82.3 % of total employment. The employed persons in the informal sector were mostly male (54.7 % in 2024), employees (60 % in 2024) or own-account workers (34.1 % in 2024). The comparison of 2023 and 2024 reveals that the estimates stood relatively stable across all employment sectors.

Figure 4.8: Percentage distribution of employed population by unit of production.



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

In 2024, employment in the informal sector was mostly in market-oriented agriculture (48%), which decreased from 51.7% in 2023. This was followed by wholesale and retail trade, repair of motor vehicles and motorcycles (15.6%), which increased from 14.1% in 2023. The construction sector accounted for 11% and remained stable compared to 2023. Transport and storage represented 7.7%, increasing from 6.7% in 2023, while manufacturing stood at 5.4%, remaining unchanged from the previous year.

The table below shows the distribution of employed population by sex with their respective production unit. In 2024, informal sector employed 80.3 % of employed population while the formal sector and household employed 14.7% and 5% of employed population respectively. Among male employed population, 16.4 % were in formal sector while among female employed population only 12.5% were in formal sector. Males employed in household were 3.6 % while females were 6.7%.

Table 4.5: Percentage distribution of employed population by sex, according to production unit.

LFS data collection year	Sex								
	Male			Female			Both		
	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household
2017	75.2	19.1	5.7	77.7	13.1	9.2	76.3	16.5	7.2
2018	75.9	18.7	5.4	77.5	13.8	8.6	76.6	16.6	6.8
2021	82.8	14.4	2.7	83.2	11.3	5.5	83.0	13.1	4.0
2022	83.8	13.8	2.3	84.0	10.5	5.6	83.9	12.3	3.8
2023	82.7	14.9	2.5	83.1	11.3	5.5	82.9	13.3	3.8
2024	82.0	15.5	2.5	81.4	13.0	5.5	81.7	14.4	3.9
Total	80.0	16.4	3.6	80.7	12.5	6.7	80.3	14.7	5.0

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

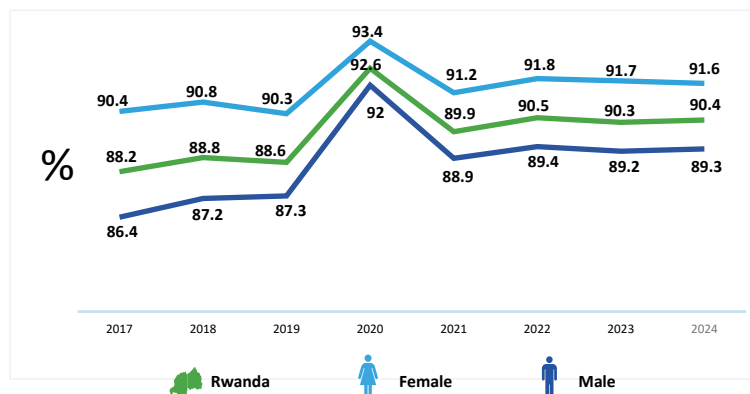
4.5.2 Informal and formal employment

Parallel to the concept of employment in the informal sector, there is a separate concept of informal employment. While the concept of informal sector refers to production units as observation units, the concept of informal employment refers to jobs as observation units.³ In the case of employees, informal employment is defined in terms of the employment relationship. A job held by an employee is considered informal, if the job does not entail social security contribution by the employer and is not entitled to paid sick leave and paid annual leave.

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

According to 2024 LFS, informal employment accounted for 90.4% of total employment. While the majority of Informal jobs were held by male workers (54 %), the informal employment rate was higher among females (91.6 %) compared to males (89.3 %).

Figure 4.9: Trend of informal employment rate by Sex.



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

Table 4.7 gives the cross-classification of the employed population according to informal or formal sector status of the production unit and informal or formal status of the job. The joint analysis of the informal or formal sector status of production units and the informal or formal status of jobs reveals the existence of a significant share of persons with informal employment engaged in the formal sector.

Table 4. 7: Percentage distribution of informal or formal employment by Production units

LFS data collection year	Formal and Informal employment (Classification of jobs)								
	Formal employment			Informal employment			Total		
	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household
2017	9.7	89.9	0.4	84.7	7.2	8.1	76.3	16.5	7.2
2018	7.7	92.1	0.2	86	6.5	7.5	77.6	15.6	6.8
2019	0.4	99.5	0.1	85	7.7	7.3	75.8	17.7	6.6
2020	3.5	96.5		90.2	4.6	5.2	83.9	11.2	4.8

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

LFS data collection year	Formal and Informal employment (Classification of jobs)								
	Formal employment			Informal employment			Total		
	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household
2021	5.9	94	0.1	92	3.6	4.4	83.7	12.3	4
2022	5.9	94	0.1	91.9	4	4.1	83.9	12.3	3.7
2023	5.7	94.3		90.8	5	4.2	82.9	13.3	3.8
2024	5	94.9	0.1	90.3	5.5	4.3	82.3	13.9	3.9

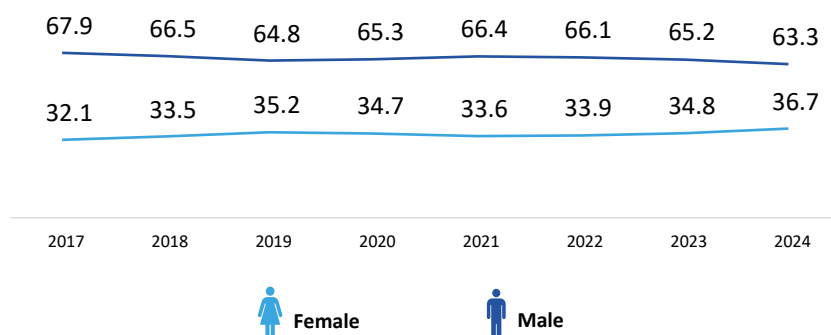
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

In 2024, the share of persons with informal employment in the formal sector was 5.5 %. An example of this category of persons remains the employee with short-term contract without social security contribution by the employer working in a large private corporation or a small enterprise.

4.5.3 Informal sector outside agriculture.

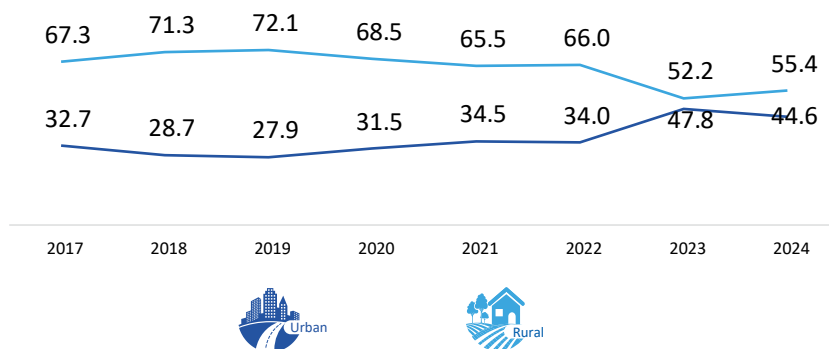
The following figure 4.10 show the composition of non-agriculture informal sector employment by sex. The figure 4.9 indicates that in 2024 just like other passed year, men make-up almost two-third of employment in the informal sector outside agriculture (63.3 %). This is in contrast with the share of men in total informal sector employment (54.7 %), suggesting that there are relatively fewer men than women engaged in informal agriculture holdings.

Figure 4. 10: Composition of non-agriculture informal sector employment by sex.



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

The figure 4.11 gives the urban-rural breakdown. It shows that in 2024, more than one-third of informal sector employment outside agriculture is urban (44.6 %), a value higher than the percentage of urban employment in total informal sector, agriculture and non-agriculture combined (28.5 %). This result is in line with the expectation that employment in informal agricultural holdings is relatively lower in urban areas than in rural areas.

Figure 4. 11: Composition of non-agriculture informal sector employment by urban/rural area

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

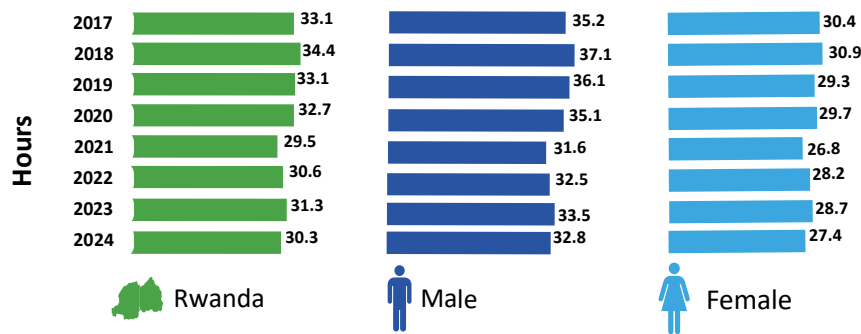
4.6 Working time and income from employment.

4.6.1 Working time.

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

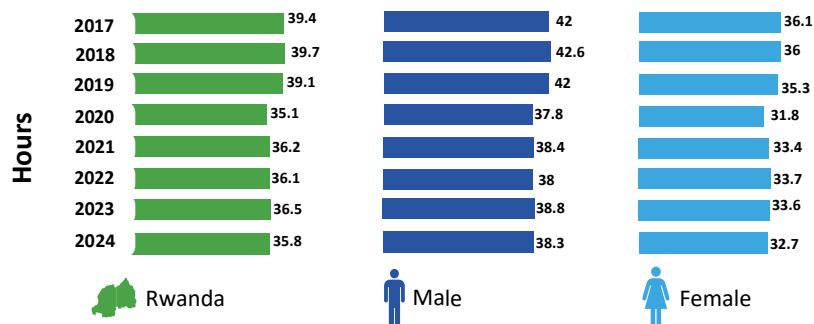
- **Hours actually worked:** The time spent in a job for the performance of activities that contribute to the production of goods and services during the specified reference period. It includes the direct hours that the person is engaged in the activities, as well as the related hours such as waiting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

Figure 4.12 below shows the trend of average number of hours worked in the reference week. It is observed that the actual worked hours during the reference period in 2024 decreased by 1 hour compared to 2023. There was also a decrease in working hours among females and males, 1.3 hours and 0.7 hours respectively from 2023 to 2024. It is also observed that employed males are working around five hours more than the employed females weekly.

Figure 4.12: Average actual hours worked per week

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

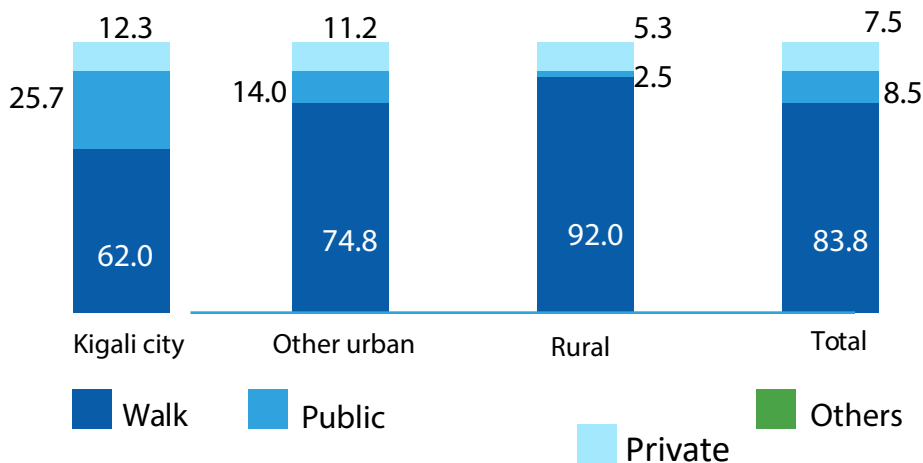
Figure 4.13 below shows the trend of average number of hours usually worked per week by employed persons. It is observed that the usual worked hours in 2024 was 35.8 Hours per week. It is also observed that employed males usually work around five hours more than the employed females weekly. The comparison of usually hours worked per week in 2024 and 2023 remained relatively stable.

Figure 4.13: Average usual hours worked per week.

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

4.7 Means of transport by areas of residence in 2024.

Figure 4.14 below shows transport means used by employed people while commuting to and from work in 2024. It is observed that 83.8 % of employed persons walk from home to work and back again while 8.5 % use public transport and 7.5 % use private transport according to LFS 2024 results. The figure also shows that 25.7 % of employed people who live in the City of Kigali use public transport while going to work and coming back home. This percentage remains higher in urban areas (14 %) and lower in rural areas (2.5 %) outside of Kigali.

Figure 4. 14: Means of transport for employed people by province

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

4.8 Income from employment.

An attempt has been made in the Labour Force Survey to measure income from employment in cash 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.⁴ 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.

Table 4. 8: Period of coverage of last income payment of paid employees at main job.

	2019		2020		2021		2022		2023		2024	
	%	Median income	%	Median income	%	Median income	%	Median income	%	Median income	%	Median income
Month	42.9	30,000	38.1	45,000	29.3	45,000	28.2	50,000	33.4	50,000	27.6	50,000
Two weeks	1.6	14,400	1.7	14,000	0.8	18,350	0.5	17,750	0.6	15,000	1.3	18,000
One week	4.9	5,000	4.3	6,000	3.7	5,000	4.1	4,000	4.4	5,700	2.5	6,000
One day	50.7	800	55.9	1,000	66.2	1,000	67.2	1,000	61.6	1,200	68.6	1,200

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey Note: Un-weighted % and medians

Given that respondents are generally reluctant to provide information about their income in surveys, the Labour Force Survey (LFS) questionnaire was designed to facilitate ease of response. The series of questions (D12 to D19) thus begun by asking paid employees to report the amount they earned in cash from their main job during their most recent payment period and lastly a question about the duration of that period. If the respondent refused to provide this information or did not know the exact amount, an alternative question was asked phrased in terms of income ranges rather than precise figures. Similar questions were designed regarding in-kind income and income from self-employment. The analysis of the data is limited on cash income derived from employment of employees at main job for which more reliable data could be obtained.

⁴ 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".

Table 4.8 shows the period of coverage of last payment of paid employees at main job. In 2024, about 27.6 % of employees reported that their last cash payment covered one month. For another 1.3 % paid employees, the last payment covered two weeks, 2.5 % covered one week, and 68.6 % covered one day. In 2024, the corresponding median monthly cash payment was 50,000 RWF and it remained stable compared to 2023, the median two-week cash payment was 18,000 RWF; it increased by 3,000 RWF as compared to 2023, the median one-week cash payment was 6,000 RWF; it increased by 300 RWF compared to 2023 and the median daily cash payment was 1,200 RWF and it stood stable as compared to 2023.

Table 4.9 presents the distribution of cash monthly income from employment among employees. According to the results, in 2024, a substantial proportion of paid employees (10.5 %) earn less than 20,000 RWF per month, representing a decrease from 14 % recorded in 2023. Additionally, it is observed that in 2024, approximately 40.5 % of paid employees earn a monthly income of less than 30,000 RWF reflecting a decrease of 10.3 percentage points compared to 2023. The proportion of employees whose monthly income is 100,000RWF or above in 2024 stood at 0.9 % showing a slight increase from 0.7 % observed in 2023. The median monthly income from paid employment of employees was about 35,000 RWF in 2024 and it increased by 9,000 RWF compared to 2023 while the mean monthly income was 73,948 RWF in 2024, also reflecting an increase of 5,292 RWF compared to 2023.

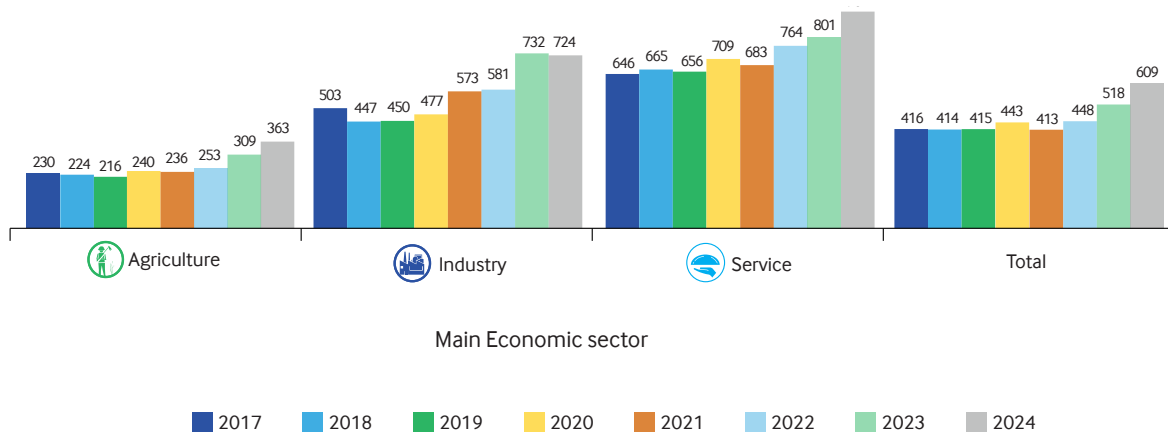
Table 4. 9: Size distribution of harmonized monthly income from employment.

Monthly income from employment (RWF)	2019 %	2020 %	2021 %	2022 %	2023 %	2024 %
Total	100	100	100	100	100	100
Less than 20000 RWF	40.6	33.6	33	27.8	14	10.5
20000-29999 RWF	21.7	26.6	31.4	34.1	36.8	30
30000-49999 RWF	12.5	12.9	11.4	11.4	17.5	22.5
50000 - 99999 FRW	11.5	13.4	11.9	12.6	14.6	17.1
100000 and above RWF	12.8	13.2	11.6	13.7	16.5	19
Not stated	0.9	0.3	0.6	0.4	0.7	0.9
Median	21,667	20,800	26,000	26,000	26,000	35,000
Average	57,878	57,306	54,073	58,784	68,656	73,948

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

Finally, the average hourly cash income from employment of employees was calculated by broad branch of economic activity. The results are shown in Figure 4.15. The overall average hourly cash income from employment in 2024 was 609 RWF per hour, reflecting an increase of 91 RWF compared to 2023. Corresponding values were 363 RWF per hour in agriculture, 724 RWF per hour in industry and 907 RWF per hour in services in 2024. Compared to 2023, the hourly cash income increased in all broad branches of economic activity in 2024, reaching the highest levels recorded since 2017.

Figure 4. 15: Average hourly cash income from employment of employees by broad branch of economic activity (RWF per hour).



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

4.9 Job creation

The government of Rwanda through the National strategy for transformation (NST1) had a target of creating 1,500,000 decent and productive jobs during the period of seven years from 2017 to 2024 (around 214,000 jobs annually). However, due to the absence of International or National guidelines for measuring decent and productive job creation, the methodology used here focuses on the quantity of job gains or losses. The approach used in the past was the calculation of the difference in employment stock between two consecutive data collection points, which gives the net change in employment between two data collection periods.

Using the same methodology applied in the current annual labour force survey, the net change in number of jobs between 2023 and 2024 was calculated based on the stock of off-farm jobs recorded in 2023 and 2024. The results presented in the table 4.10 show that off-farm jobs increased by 19.2 % corresponding to the net job gain of 430,845 off farm jobs between 2023 and 2024.

The analysis of job gain and loss according to the main economic sectors demonstrates that the most contributed sector in job gain in terms of absolute number were Wholesale and retail trade; repair of motor vehicles and motorcycles with 96,699 job gains corresponding to 18.7 % annual increase and Transportation and storage with about 68,586 job gains corresponding to 29.6 % annual increase, Construction with about 37,859 jobs corresponding to 9.8 % annual increase, Manufacturing with about 34,885 jobs corresponding to 16 % annual increase , education with about 32,268 jobs gains equivalent to 19.6 % annual increase, accommodation and food service activities (31,009) and Public administration and defence; compulsory social security (28,049).

Table 4. 10: Net change in employment at main Job from 2017 to 2024.

ISIC High level	2017	2018	2019	2020	2021	2022	2023	2024	Net Job Changes	Annual change rate
Mining and quarrying	47,496	62,563	71,205	57,379	29,928	48,380	49,968	76,866	26,897	53.8%
Manufacturing	158,249	205,301	208,828	201,554	157,979	187,297	217,799	252,684	34,885	16.0%
Electricity gas stream and air conditioning supply	9,006	6,301	9,237	7,096	7,040	3,815	5,377	4,929	-448	-8.3%
water supply, gas and remediation services	9,274	7,862	7,550	7,047	5,692	5,974	2,693	5,621	2,928	108.7%
Construction	271,230	322,117	314,968	435,720	365,234	366,450	386,365	424,224	37,859	9.8%
Whole sale and retail trade; repair of motor vehicles and motorcycles	467,791	477,164	485,377	465,530	350,958	372,408	515,948	612,647	96,699	18.7%
Transportation and storage	124,401	140,339	170,553	146,259	156,808	197,886	231,489	300,076	68,586	29.6%
Accommodation and food services activities	43,267	69,289	96,982	91,495	54,396	73,519	122,162	153,171	31,009	25.4%
Information and communication	11,085	13,669	11,515	10,075	12,026	8,228	11,279	11,978	699	6.2%
Financial and insurance activities	22,416	28,815	34,999	35,661	34,407	27,029	36,775	37,384	610	1.7%
Real estate activities	3,022	3,710	4,260	4,205	2,718	3,654	4,977	6,434	1,457	29.3%
Professional, scientific and technical activities	23,316	25,127	26,932	21,175	17,569	26,217	25,247	28,795	3,548	14.1%
Administrative and support activities	37,136	51,814	59,853	69,213	52,713	58,991	77,547	94,129	16,582	21.4%
Public administration and defence; compulsory social security	62,292	60,489	68,189	65,349	67,489	60,590	56,093	84,141	28,049	50.0%
Education	111,329	106,339	118,626	107,624	124,340	143,995	164,997	197,265	32,268	19.6%
Human health and social work activities	49,207	49,072	46,020	56,253	48,685	48,447	43,905	59,120	15,215	34.7%
Arts, entertainment and recreation	10,781	9,620	11,371	9,715	6,179	7,521	9,452	8,187	-1,265	-13.4%
Other services	53,324	66,321	72,226	96,203	89,366	101,455	109,800	136,304	26,504	24.1%
Activities of households as employers	220,044	218,279	215,290	166,587	134,313	140,733	162,606	172,859	10,253	6.3%
Activities of extraterritorial organizations and bodies	11,002	17,784	20,546	6,810	2,741	3,577	4,259	2,770	-1,488	-34.9%
Total	1,745,669	1,941,975	2,054,527	2,060,952	1,720,581	1,886,167	2,238,739	2,669,584	430,845	19.2%

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

A question regarding the total experience of employed person was asked in the survey and the responses were recorded into years of experience. A response of 0 years indicates that the person became employed in 12 months prior to the interview or that the accumulated experience across various periods of employment

totals less than a year. However, given that the majority of person having 0 years of experience are young people (86.1% in 2024), the numbers presented in the table below may be interpreted as entry employment, especially for young people.

The results show that number of persons recorded with less than one year of working experience in 2024 (358,564 persons) was higher than the number registered in 2023 (235,332 persons). The economic activities which offered a relatively high number of employment opportunities to young people include agriculture, Wholesale and retail trade; repair of motor vehicles and motorcycles, households as employers, construction, manufacturing and transportation and storage.

Table 4. 11: Distribution of employed persons with less than 1 year of total experience by economic activity, according to the year of interview.

Economic activity	2018	2019	2021	2022	2023	2024
Agriculture forestry and fishing	48,850	47,698	41,255	42,911	48,343	70,961
Mining and quarrying	5,472	4,397	1,341	3,293	4,367	6,727
Manufacturing	17,967	16,509	12,085	16,517	16,510	24,313
Electricity gas steam and air conditioningsupply	721	877	349		654	97
water supply, gas and remediation services	721	267	973	96		290
Construction	28,891	21,773	20,118	23,409	20,583	34,792
Wholesale and retail trade; repair of motor vehicles and motorcycles	41,073	36,914	22,386	27,815	37,613	69,366
Transportational and storage	8,071	8,473	7,097	11,556	16,581	23,539
Accommodation and food servicesactivities	5,325	8,180	3,519	5,774	12,623	22,231
Information and communication	1,072	442	669	103	1,499	1,730
Financial and insurance activities	1,437	2,670	2,177	2,840	1,968	4,791
Real estate activities		371		66	402	99
Professional, scientific, and technical activities	1,216	1,776	735	1,385	3,597	3,656
Administrative and support activities	3,152	5,568	4,628	5,206	5,406	8,651
Public administration and defense; compulsory social security	1,947	1,841	805	2,440	1,500	4,953
Education	6,071	6,072	11,892	8,834	9,875	8,786
Human health and social work activities	2,310	809	1,472	2,949	2,966	5,628
Arts, entertainment and recreation	176	989	156	601	431	1,035
Economic activity	2018	2019	2021	2022	2023	2024
Other services	4,320	3,412	3,949	6,346	5,684	14,112
Activities of households as employers	50,681	53,707	28,583	34,409	44,728	52,685
Activities of extraterritorial organizations and bodies	329	1,039				121
Total	229,803	223,781	164,189	196,548	235,332	358,564

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

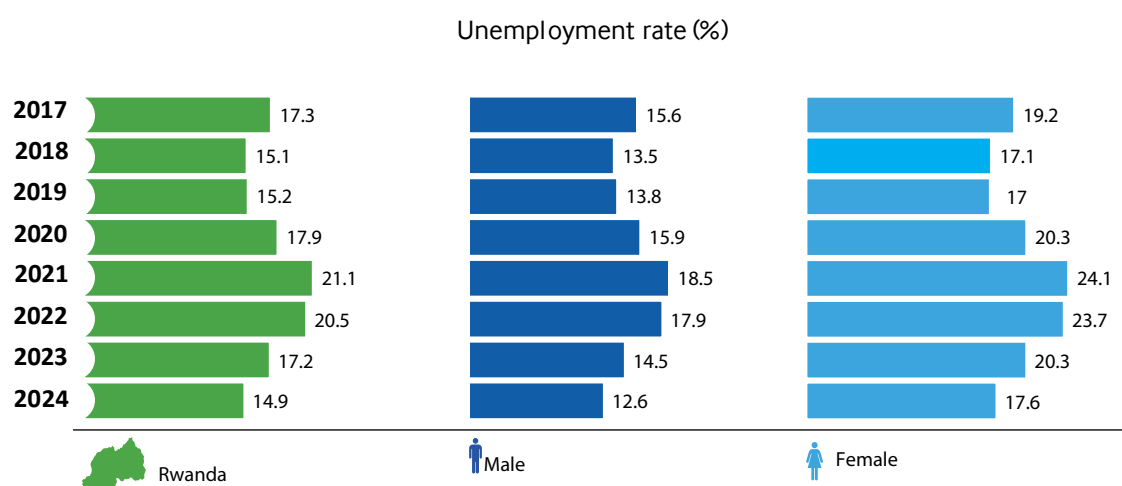
Unemployment represents a particular form of labour underutilization, reflecting pressure on the labour market. It is measured in terms of the number of persons without employment who are actively seeking work and are available for employment. Labour underutilization refers to mismatches between labour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

Unemployment and Labour Underutilization

5.1 Unemployment rate

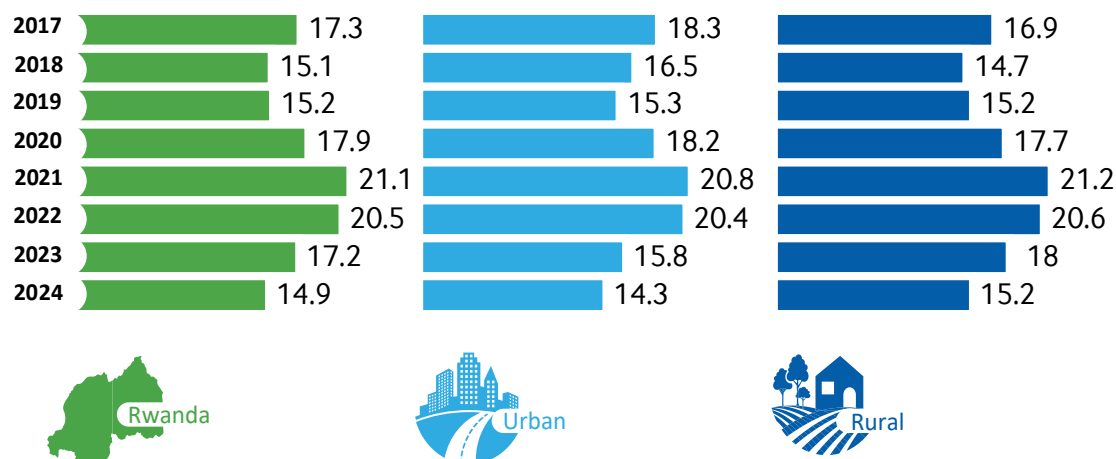
The unemployment rate is defined as the ratio of the number of unemployed persons to the labour force. It is the most used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market. According to the LFS results of Year 2024, the unemployment rate in Rwanda was 14.9% and decreased compared to 17.2% in Year 2023. Figure 5.1 below shows that the unemployment rate was higher among female (17.6%) compared to male (12.6%) in 2024. The unemployment rate decreased by 1.9 percentage points among males and 2.7 percentage points among females percentage points in comparison with observed estimates in 2023.

Figure 5. 1: Unemployment rate by sex.



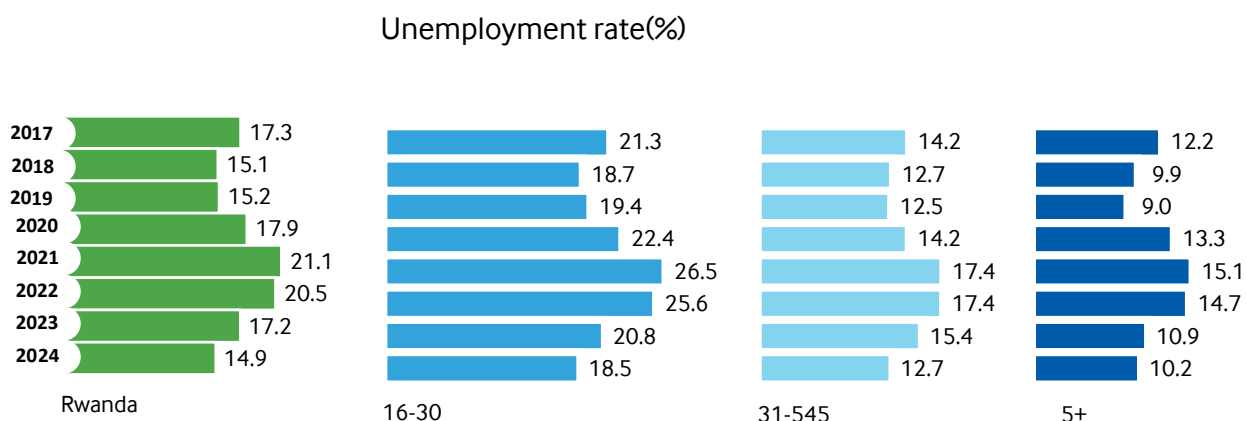
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Figure 5.2 shows that in Year 2024, the unemployment rate was higher among the population living in rural areas compared to those residing in urban areas of Rwanda (15.2% and 14.3% respectively). The comparison between the year 2024 and 2023 shows that the unemployment rate decreased by 2.8 percentage points among population living in rural areas and by 1.5 percentage points among population living in the urban areas of Rwanda.

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

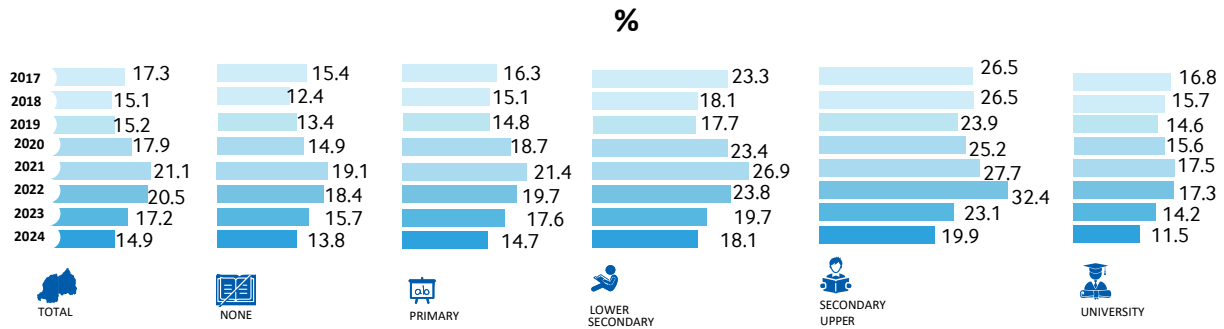
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Figure 5.3 illustrates the trend of the unemployment rate by different age groups. In Rwanda, the youth population is defined as persons aged 16 to 30 years. The results indicate that the unemployment rate among the youth has constantly been higher than that of adults over time. A comparison of 2024 survey results with those from 2023 reveals that the unemployment rate decreased by 2.3 among the youth and by 2.7 percentage points individuals aged 31-54, while it remained relatively the same for adults aged 55 and above.

Figure 5.3: Unemployment rate among youth and Adult

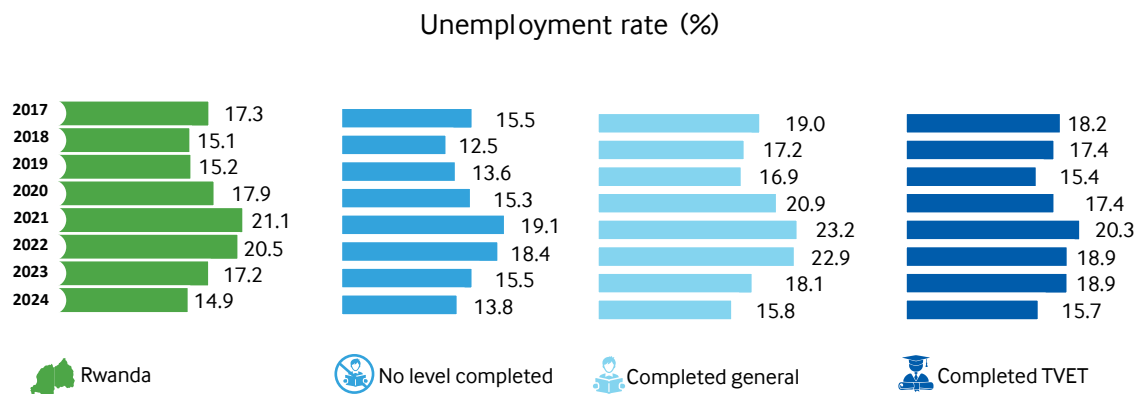
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

In terms of educational attainment, figure 5.4 shows that in 2024, the unemployment rate was highest among individuals with upper secondary education (19.9%), reflecting a decrease of 3.2 percentage points compared to 2023. This was followed by those with lower secondary education (18.1%), which also declined by 1.6 percentage points from 2023. The lowest unemployment rate was observed among university graduates (11.5%), down from 14.2% in 2023. Meanwhile, the unemployment rate stood at 13.8% for individuals with no completed level of formal education and 14.7% for those with primary level of education.

Figure 5. 4: Unemployment rate by educational attainment

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

In 2024, the unemployment rate was the same among those who completed general education (15.8 %) and those who completed TVET accounted for (15.7 %). Compared to 2023, the employment rate decreased for both types of education program.

Figure 5. 5: Unemployment rate by educational attainment in TVET

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

5.2 Methods and duration for seeking employment.

On average, each unemployed person utilized more than one method for seeking employment during the specified reference period. In 2024, the most frequent method of job search included seeking assistance from friends, relatives, or other types of intermediaries (46%), Checking at factories worksite (34.5%), seeking for financial help to start a business (11.9%) and waiting on the street to be recruited (10.6%). Other methods of job search were applying to prospective employers (8.8%), placing or answering job advertisement (4%), registering with public or private employment centers (3.4%), looking for land, buildings, equipment or materials to start a business (3.1 %) and taking a test or interview (2.5%).

The survey also provides data on the duration of job search which can be used to estimate long-term unemployment. Long-term unemployment refers to unemployed persons who have been actively seeking employment for 12 months or more, including the reference period. The duration of search for employment is measured from the point at which the unemployed person began seeking employment, or from the end of their last job, whichever is shorter. Duration of unemployment represents the length of time an unemployed

person has been without employment, available for employment, and actively seeking employment.

Table 5.1 indicates that in 2024, 18.2 % of the unemployed persons who reported their duration of job search were long-term unemployed, meaning they had been seeking employment for 12 months or more. This proportion increased by 1.2 percentage points compared to 2023. However, most unemployed persons were seeking employment for less than three months (54.2 % in 2024). The general shape of the curve of unemployment by duration of job search is L-shaped with a concentration at the left-hand side of the distribution.

Table 5. 1: Duration of unemployment: Elapsed duration of job search

	2019	2021	2022	2023	2024
Total	100	100	100	100	100
Less than 3 months	46	47.5	48.9	52.8	54.2
Less than 6 months	22.8	22.6	22	21.2	19.8
Less than 12 months	10.3	11.3	9.5	9.1	7.8
1 year to less than 2 years	10.9	10.1	9	8.7	8.9
2 years and above	9.9	8.5	10.6	8.3	9.3

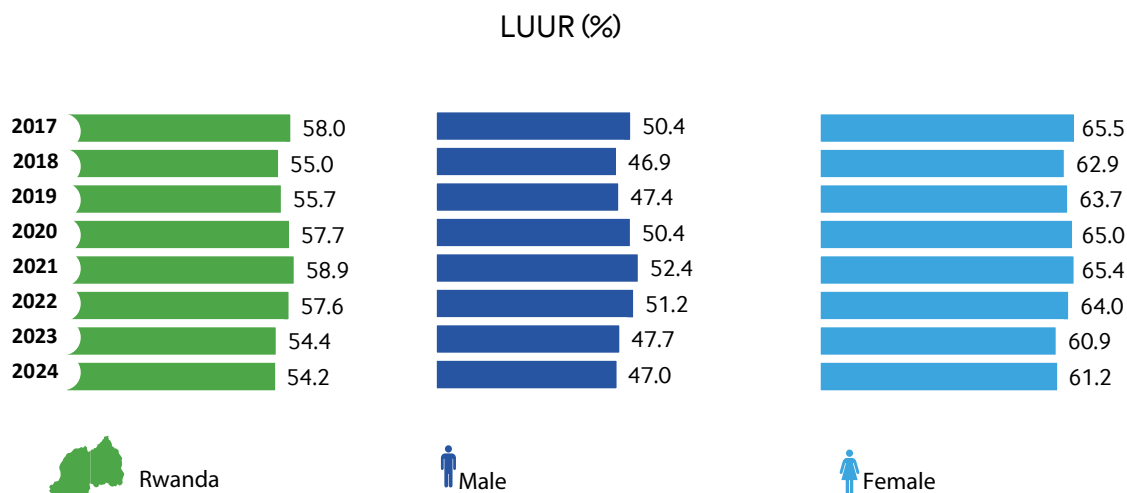
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

In 2024, the median reported duration of search for employment by the unemployed was 2.0 months. It is the median duration of job search until the date of the survey.⁵ The duration of unemployment however continues after the survey. The median duration of completed spells of unemployment may be estimated as twice the duration of the interrupted spells of unemployment ($2 \times 2 = 4$ months).

5.3. Labour Underutilization

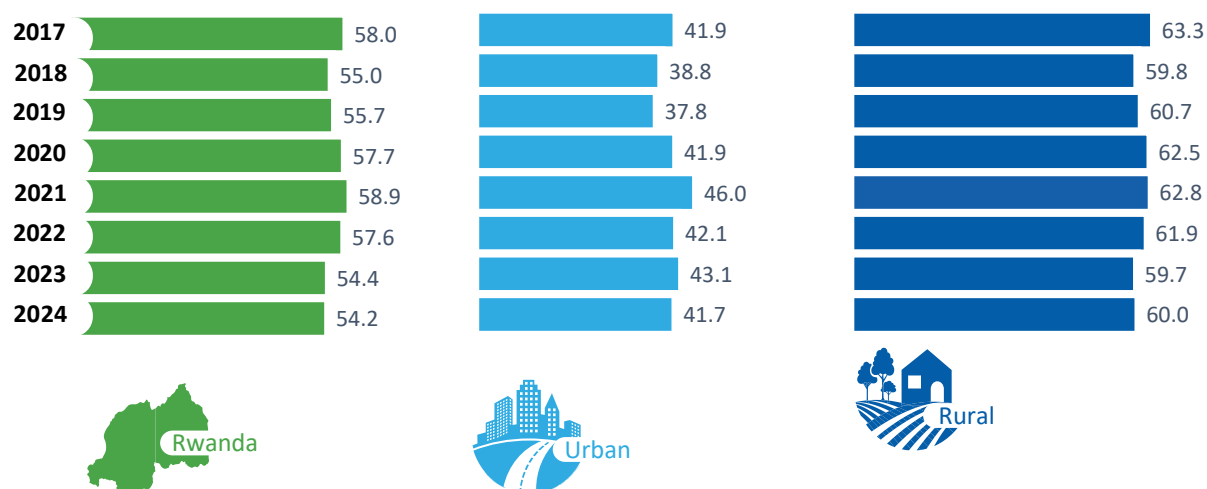
Labour underutilization includes unemployment, time-related underemployment, and the potential labour force. Time-related underemployment refers to the situation where the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage. The 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 (those seeking employment but not currently available) or (b) available potential jobseekers (those available for employment but did not carry out activities to seek employment). The results presented in Figure 5.6 reveal that the composite measure of labour underutilization was 54.2% in 2024, remaining relatively unchanged from the previous year. The labour underutilization rate was higher among females (61.2%) than males (47%). Furthermore, the rates remained relatively stable for both males and females between 2023 and 2024.

⁵ Kiefer, Nicholas, M & Lundberg, Shelly J & Neumann, George R, "How Long Is a Spell of Unemployment? Illusions and Biases in the Use of CPS Data," *Journal of Business & Economic Statistics*, American Statistical Association, vol. 3(2), April 1985, pp. 118-128.

Figure 5. 6: Labour under-utilization rate by sex

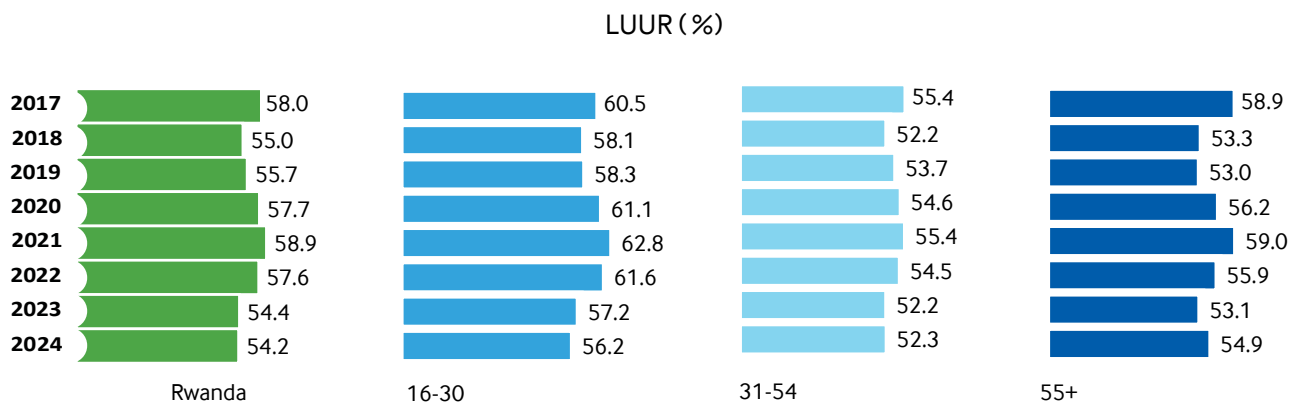
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

The results presented in figure 5.7 below illustrate that the labour underutilization rate was higher among the population residing in rural areas than those living in urban areas of Rwanda. The comparison of 2023 and 2024 reveals that the labour underutilization remained relatively stable among the population living rural areas of Rwanda while it decreased by 1.4 percentage points among population living in urban areas.

Figure 5. 7: Labour under-utilization rate by area of residence.

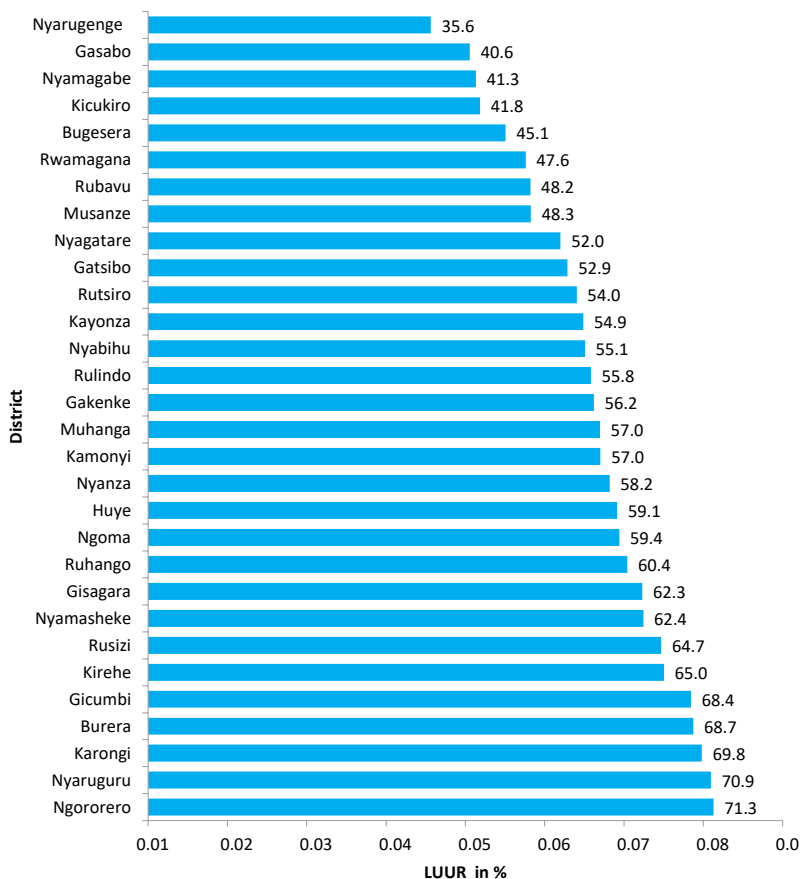
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Figure 5.8 presents the results of the labour underutilization rate by age group. It was observed that the labour underutilization rate among youth decreased by 1 percentage points from 57.2% in 2023 to 56.2% in 2024. This rate increased by 1.8 percentage points among individuals aged 55 and above, while it remained relatively stable for the group aged 31-54 in the same period.

Figure 5. 8: Trend in labour underutilization rate by Youth and Adult.

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

The analysis of labour underutilization rate by district as presented in figure 5.9 reveals that in 2024, the labour underutilization between more than a half of districts (19 districts) is above the national labour underutilization rate (54.2 %). Ngororero and Nyaruguru were the districts with the highest labour underutilization rate (above 70%) while Nyarugenge, Gasabo, Nyamagabe, Kicukiro and Bugesera, were the first five districts with lower underutilization rates.

Figure 5. 9: Labour underutilisation rate by District in 2024.

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

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 are not actively seeking for employment opportunities (not job seekers) such as discouraged job seekers. A notable characteristic of countries with large subsistence foodstuff production is the substantial proportion of the working-age population that remains outside the labour force, which can result in a relatively smaller labour force.”.

The population outside the labour force stood at 37.1 percentage of the working age population. The comparison of the current population outside labour force with the estimated value of the previous year reveals that it decreased by 3.6 percentage points.

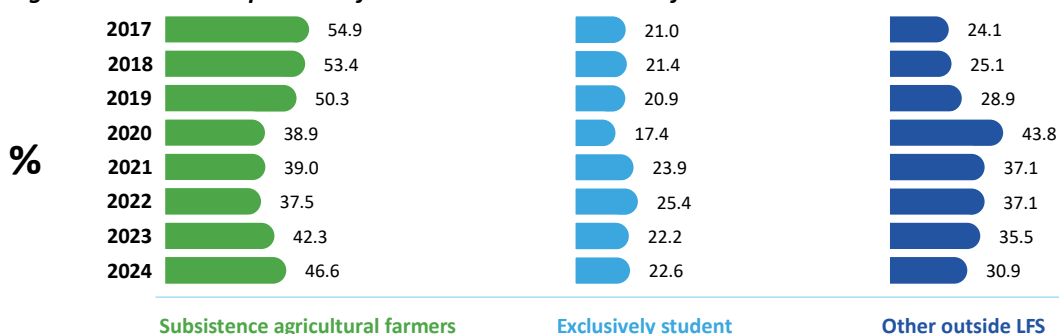
The decrease of the population outside labour force coupled with the increase in employment to population ratio and the decline in unemployment rate imply a significant positive net flow of people into labour force from outside the labour force, from 2023 to 2024.

6.1 Main components of population outside the labour Force

The population outside the labour force can be divided into three key components, namely, students, persons engaged in subsistence agriculture and other individuals outside the labour force. The last group includes those who are available to work but are not actively searching for a job, as well as retired individuals and persons unable to work because of illness or disability.

Figure 6.1 presents the main components of the population outside the labour force. In 2024, the population outside the labour force engaged in subsistence agriculture represented 46.6% of this population. Those who were exclusively classified as students represented 22.6% while the remaining part represented 30.9%. A comparison with the previous year reveals some changes in the distribution of the population outside labour force. The share of students remained relatively stable, the proportion of individuals engaged in subsistence agriculture increased by 4.3 percentage points, while the share of other outside labour force decreased by 4.6 percentage points.

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



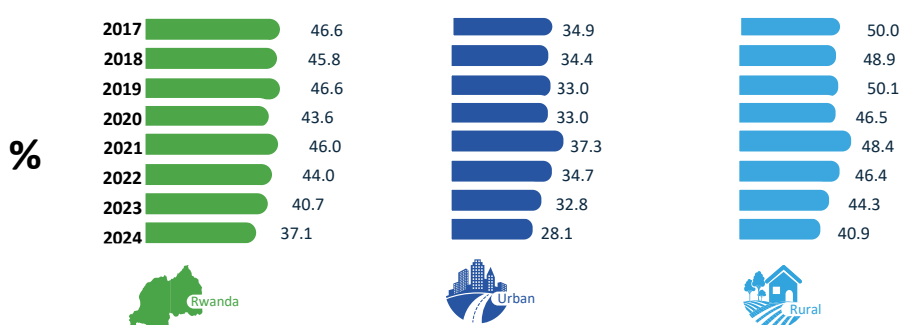
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

6.2 Population outside the labour force by area of residence

The results in figure 6.2 below represents the percentage of population outside labour force as proportion of working age population at national level and in both urban and rural areas separately.

A comparison between 2023 and 2024 shows a reduction in the proportion of the population outside the labour force. Nationally, this rate decreased by 3.6 percentage points, with a drop of 4.7 percentage points in urban areas and 3.4 percentage points in rural areas. From figure 6.2, the proportion of the population outside the labour force is higher in rural areas than urban areas. In 2024, the urban-rural gap was around 12.8 percentage points compared to 11.5 percentage points in 2023, indicating an increase of 1.3 percentage points.

Figure 6. 2: Population outside Labour force by Area of residence

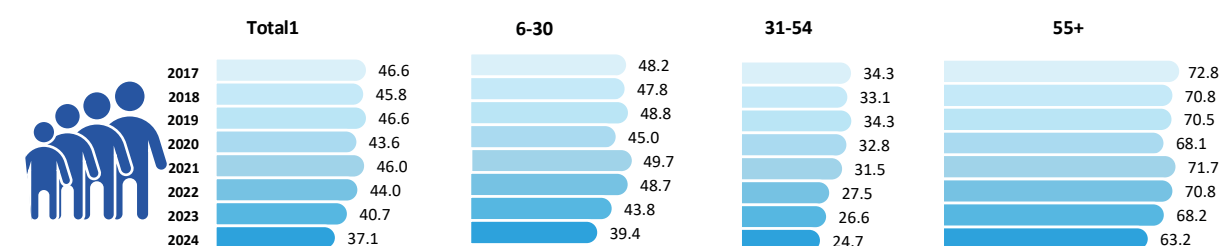


Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

6.3 Population outside the labour force by age group

Figure 6.3 shows the rate of population outside the labour force by age group. As it is observed, the rate was higher among the population with advanced age (55+ years old) as some of them are in retirement. In 2024, the rate among youth (16-30 years old) was higher than the rate among individuals aged 31-54 (39.4 % and 24.7% respectively). Concerning these age groups the proportion of population outside the labour force decreased by 4.4 and 1.9 percentage points respectively from 2023 to 2024.

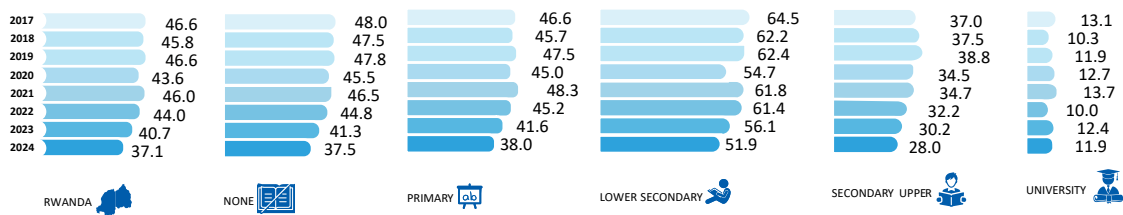
Figure 6. 3: Population outside the Labour force by age group



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

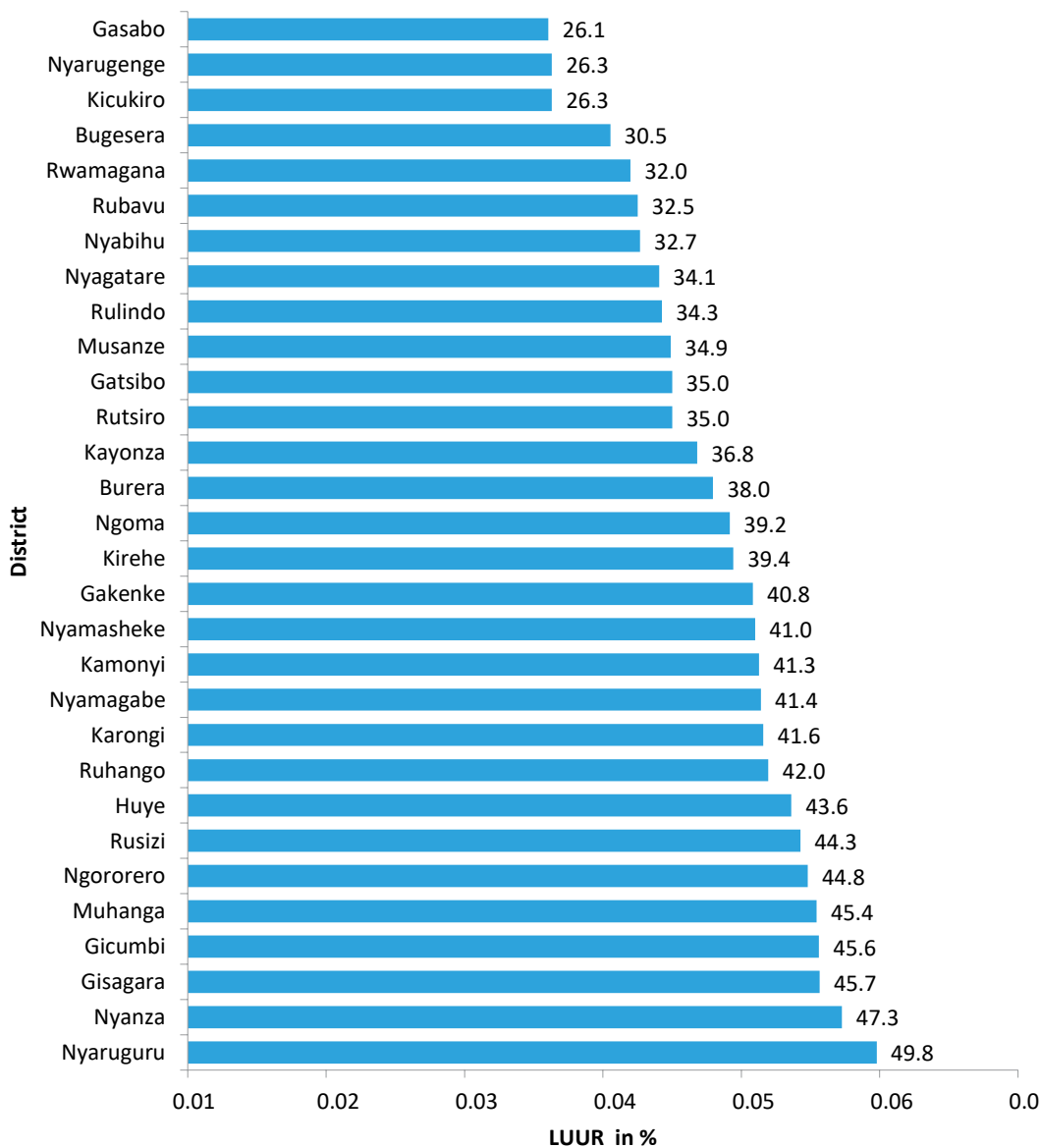
6.4 Population outside the labour force by level of educational attainment

According to the findings in the figure below, people with higher educational attainment had a lower fraction of the working-age population outside the labour force than people with lower levels of education. From 2023 to 2024, the rate of population outside the labour force decreased in all levels of education.

Figure 6. 4: Population outside the Labour force by Education level attained.

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

The analysis of population outside labour force rate (inactivity rate) by district as presented in figure 6.5 reveals that in 2024, of more than a half of districts (17 districts) was above the national inactivity rate (37.1 %). Nyaruguru was the district with the highest inactivity rate (49.8 %) while Gasabo, Nyarugenge, Kicukiro, Bugesera and Rwamagana are the top five districts with lower inactivity rates.

Figure 6. 5: Inactivity rate by District in 2024.

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

Youth and education

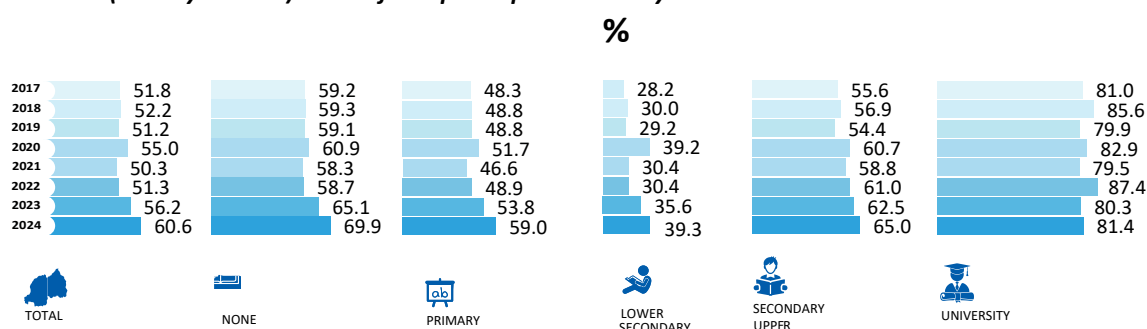
7.1 Youth and education

The international definition of the youth population is “persons aged 15-24 years.”⁶ To cover countries where entry into the labour market occurs at a later stage, the ILO extends the definition to include young adults aged 25-29 years for certain purpose. In Rwanda, youth is defined as persons aged between 16 to 30 years.

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

Figure 7.1 presents the youth labour force participation rate by educational attainment. In 2024, the results show that the labour force participation rate was higher among university graduates (81.4 %). It exceeded the national average (62.9 %) for those who attained upper secondary level (65 %) and those without any completed level (69.9 %). However, the rate was below the national average of the remaining education levels, with the lowest rate observed among youth who had only completed lower secondary education (39.3%). A comparison of the youth labour force participation rate by educational attainment between 2024 and 2023 indicates an increase across all education levels, with the highest increase recorded among those with primary level of education, which rose by 5.2 %.

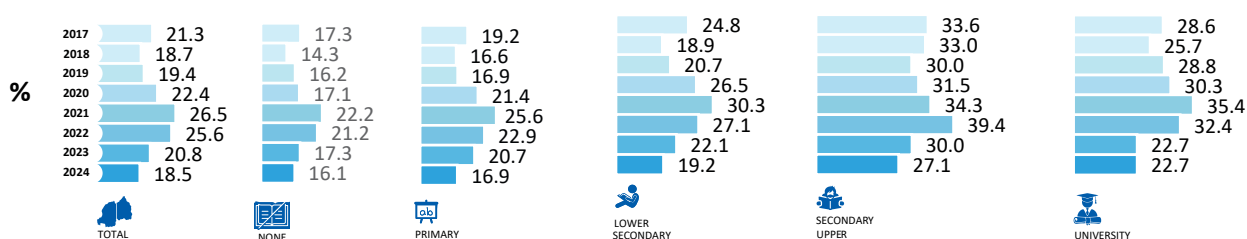
7.1: Youth (16-30 years old) labour force participation rate by educational attainment



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

Figure 7.2 presents the youth unemployment rate by educational attainment. In 2024, the youth unemployment rate was 18.5%, higher than the national average of 14.9%. The breakdown by educational attainment in 2024 reveals an increasing trend, from 16.1% among young people with no formal education to 27.1% for those with upper secondary education and 22.7% for university graduates. A comparison of youth unemployment rate between 2023 and 2024 indicates a decline across all education levels, with the largest decreases observed among those with primary education (3.8 percentage points) and those with secondary education (3 percentage points), except for university graduates, whose unemployment rate remained stable.”

⁶ ILO, *Global Employment Trends for Youth 2015*, Employment Policy Department, International Labour Office, Geneva, 2015.

Figure 7. 2: Youth (16-30 years old) unemployment rate by educational attainment

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

This pattern suggests that higher educational attainment among youth is associated with an increased risk of unemployment. Several factors may contribute to this phenomenon. Firstly, individuals with higher educational attainment often have higher reservation wages, leading them to wait for suitable employment rather than accepting jobs they consider inadequate or low-paying. Another possible reason is a mismatch between youth qualifications and the skill requirements of available jobs in the labour market, or a general shortage of suitable job opportunities.

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

The NEET rate, recognized as an ILO decent work indicator serves as a broader measure of potential youth labour market entrants compared to youth unemployment rates. A comprehensive understanding of young people's labour market situation is crucial for formulating effective youth employment policies.

The results of the 2024 Labour Force Survey indicate that, out of a total youth population of approximately 3,674,130, around 814,205 were engaged in education or training, while 1,674,391 were employed during the reference week. This includes approximately 140,286 young people who were both employed and enrolled in education or training. Meanwhile, 1,045,248 youth were neither in employment nor in education or training (NEET), representing about 28.4% of the total youth population.

Among the NEET population, 374,509 were unemployed youth, while 465,386 were part of the potential labour force but not enrolled in education. The remaining 205,354 did not fall into either of these categories. Some of them may have desired employment but were neither actively seeking work nor currently available for it. However, 27.4% of them were engaged in subsistence agriculture.

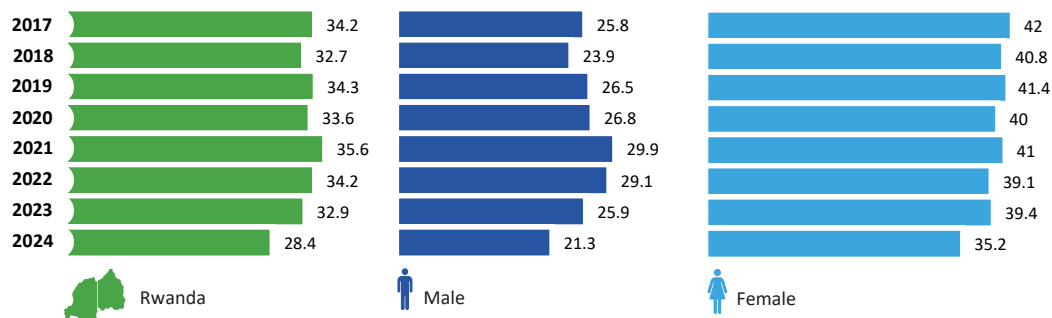
Table 7. 1: Youth population (16-30 yrs) with respect to employment and education or training

	2022			2023			2024		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Youth population	3,559,394	1,734,438	1,824,957	3,495,825	1,692,395	1,803,429	3,674,130	1,782,054	1,892,076
Total	100.0	100.0	100.0	100	100	100	100	100	100
In education or training	27.6	27.5	27.8	22.6	23.4	22	22.2	22.5	21.8
In employment	36.0	41.0	31.3	42.3	47.9	37.1	45.6	51.5	40
In both employment and education or training	2.1	2.4	1.8	2.2	2.9	1.5	3.8	4.7	3
Not in employment nor in education/training (NEET)	34.2	29.1	39.1	32.9	25.9	39.4	28.4	21.3	35.2
Unemployed	35.4	39.2	32.7	33.4	36.6	31.4	35.8	40.7	33
Potential labour force	39.1	33.1	43.2	44.5	40.8	46.7	44.5	38.9	47.7
Others	25.6	27.7	24.1	22.2	22.7	21.9	19.6	20.4	19.2

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

Participation in employment, education or training is important for youth in their transition to the labour market facilitating the achievement of self-sufficiency. The figure 7.3 shows the trends of NEET by sex. In 2024, the share of youth aged 16-30 years neither in employment nor in education or training (NEET) was 28.4% with a higher rate among females (35.2%) compared to males (21.3%) as relatively more women than men remain outside the labour force after completing their education or training. However, many of them are in the potential labour force, available to take up employment under suitable conditions. A comparison of the NEET rate between 2024 and 2023 reveals that the NEET rate decreased by 4.5 percentage points at the national level. Similarly, the decrease of 4.6 and 4.2 percentage points were observed among male and female population, respectively.

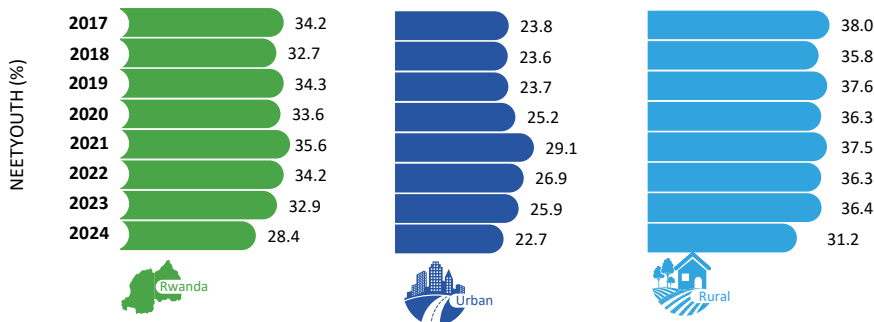
Figure 7.3: NEET rate trend by sex



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

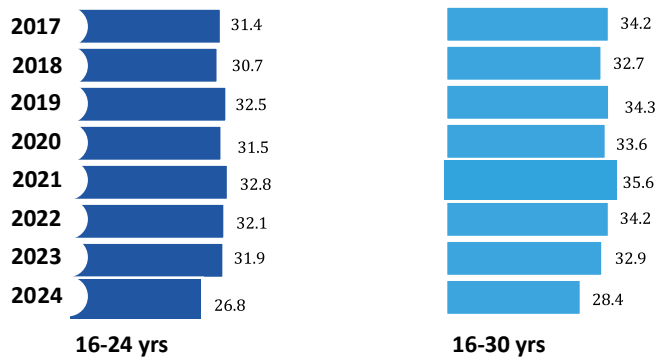
Regarding the area of residence, the NEET rate was higher in rural areas (31.2%) compared to urban areas (22.7%). Among the youth population living in urban areas, a decrease NEET rate of 3.2 percentage points was recorded, and 5.2 percentage points decrease was observed among youth population living in rural areas from 2023 to 2024.

Figure 7.4: NEET rate trend by area of residence



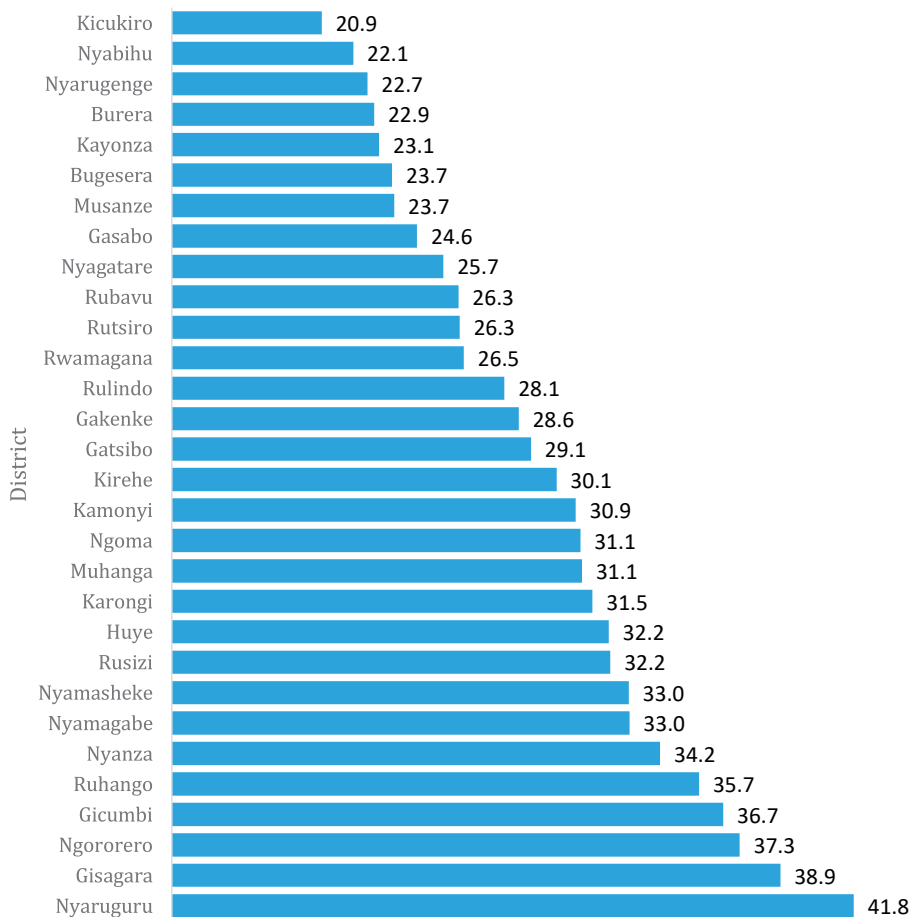
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey

The results in figure 7.5 indicate that in 2024, the percentage of youth aged 16-24 years not in employment and not in education or training is slightly lower than that of the youth aged 16-30 years, namely 26.8% versus 28.4 %.

Figure 7. 5: Youth not in employment and not in education or training

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

Figure 7. 6 below illustrate the proportion of youth aged 16-30 years neither in education nor in employment or training by district in 2024. It was observed that the youth NEET rate in 13 out of 30 districts of Rwanda were below the national average while the rate was higher in the remaining Districts than the national average. District with the highest youth NEET rate is Nyaruguru followed by Gisagara and Ngororero.

Figure 7.6: Proportion of Youth (16-30) neither in Employment nor in Education or Training (NEET) by District in 2024.

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2024

Note: dotted line represents the national average

Given the significance of the agriculture sector to Rwanda's economy, this report places special emphasis on its analysis. The introduction of the 2013 standards on work, employment, and labour underutilization statistics classifies agricultural workers into two categories: market-oriented and non-market-oriented workers are considered employed, while the latter are not. In this report, both categories are examined together to provide a comprehensive analysis of the agriculture sector.

Work in agriculture

8.1 Agricultural status of workers

Three categories of agricultural workers can be distinguished:

- Those who worked exclusively in market-oriented agriculture, either for pay or as a self-employed individual.
- Those who engaged solely in subsistence agriculture.
- Those whose primary occupation was outside of agriculture but who participated in activities related to the production of food for their own consumption.

The full count of workers in the agriculture sector (market oriented and in subsistence agriculture) are presented in table 8.1. The findings reveal that in 2024, 62.9 % of the working- age population were involved in agriculture activities, reflecting an increase of 3.6 percentage points compared to 59.3% of 2023. The share of persons who exclusively participated in subsistence agriculture decreased by 2.8 percentage points, while the share of those involved in market-oriented agriculture decreased by 2.7 percentage points compared to 2023.

Table 8. 1: Works status in agriculture

Categories of agriculture	2017	2018	2019	2020	2021	2022	2023	2024
Market oriented agriculture as main job (a)	32.3	32.9	32.3	32.8	42.0	43.5	43.3	40.6
Subsistence agriculture exclusively (b)	54.4	52.3	53.0	51.5	48.2	46.1	45.1	42.3
Participated in Subsistence agriculture but have non-agriculture as main job (c)	13.2	14.8	14.8	15.7	9.9	10.5	11.6	17.1
Total (100%)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Count ('000s)	3,846	3,846	3780	4271	3732	3819	3969	4370
Proportion of working age population	53.4	54.2	53.4	56.4	54.0	56.0	59.3	62.9

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

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

8.2 Characteristics of agricultural work

The focus of the sections below is on workers whose primary occupation is market-oriented agriculture and those involved exclusively in subsistence agriculture. The results reveal that a bulk of agricultural workers were involved in subsistence agriculture with a higher proportion observed among female farmers compared to agricultural male farmers.

In 2024, the share of agricultural workers engaged in subsistence agriculture was 51.0 % remaining stable compared to 2023. The proportion of male farmers engaged in market-oriented agriculture was 55.7 % in 2024, which was higher than the corresponding proportion of female farmers involved in the same activity (44.5%). Conversely, the proportion of female farmers engaged in subsistence agriculture was higher than that of their male counterparts (55.6 % and 44.3. % respectively).

The results further reveal that the engagement of male farmers in market-oriented agriculture remained relatively stable between 2023 and 2024.

Table 8. 2: Trend of proportion of agricultural workers by sex.

		2017	2018	2019	2020	2021	2022	2023	2024
Both	Total	100	100	100	100	100	100	100	100
	Market oriented agriculture	37.3	38.6	37.9	47.8	46.6	48.6	49.0	49.0
	Subsistence agriculture	62.7	61.4	62.2	52.2	53.4	51.5	51.0	51.0
Male	Total	100	100	100	100	100	100	100	100
	Market oriented agriculture	43.1	45.9	45.1	54.6	53.2	55.5	55.7	55.7
	Subsistence agriculture	56.9	54.1	54.9	45.4	46.8	44.6	44.3	44.3
Female	Total	100	100	100	100	100	100	100	100
	Market oriented agriculture	33.5	34.1	33.3	43.1	41.9	43.6	44.6	44.5
	Subsistence agriculture	66.5	65.9	66.7	56.9	58.2	56.4	55.4	55.6

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

Table 8.3 below presents the trend of the share of market oriented and subsistence agricultural workers among youth and adult separately. In 2024, the shares of adults engaged in subsistence agriculture was lower than the share of youth population in the same activity (47.8% and 51.4% respectively). The share of subsistence agriculture among agricultural youth increased by 1.6 percentage points and remained stable among adults from 2023 to 2024

Table 8. 3: Trend of proportion of agricultural workers by age group

		LFS rounds							
		2017	2018	2019	2020	2021	2022	2023	2024
Both	Total	100		100	100	100	100	100	100
	Market oriented agriculture	37.3	38.6	37.9	47.8	46.6	48.6	49.0	49.0
	Subsistence agriculture	62.7	61.4	62.2	52.2	53.4	51.5	51.0	51.0
Youth (16-30)	Total	100	100	100	100	100	100	100	100
	Market oriented agriculture	37.0	40.2	39.4	48.8	50.1	52.1	53.5	51.4
	Subsistence agriculture	63.0	59.8	60.6	51.2	49.9	47.9	46.5	48.6
Adults (31+)	Total	100	100	100	100	100	100	100	100
	Market oriented agriculture	37.4	37.8	37.1	47.2	44.8	46.9	47.0	47.8
	Subsistence agriculture	62.6	62.3	62.9	52.9	55.2	53.1	53.0	52.3

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

The distribution of agricultural workers by education attainment, presented in table 8.4 shows that the higher the level of educational attainment, the lower likelihood of participation in agricultural activities for both market-oriented and subsistence agriculture.

Table 8. 4: Trend of proportion of agricultural workers by level of education attainment

2017		LFS Year							
		2018	2019	2020	2021	2022	2023	2024	
Both	Total	100	100	100	100	100	100	100	100
	None	63.4	64.2	62.5	58.0	58.7	57.4	60.1	58.8
	Primary	29.6	29.1	30.9	32.9	32.9	34.4	32.5	32.1
	Lower secondary	3.8	3.5	3.7	5.1	4.7	4.6	4.5	5.1
	Upper secondary	2.8	2.8	2.7	3.6	3.3	3.2	2.7	3.5
	University	0.5	0.4	0.3	0.5	0.4	0.4	0.3	0.4
Market oriented agriculture	Total	100	100	100	100	100	100	100	100
	None	69.5	69.9	68.4	62.4	64.4	62.4	65.1	63.8
	Primary	26.2	25.9	27.1	30.6	29.7	31.9	29.9	29.6
	Lower secondary	2.2	2.4	2.5	3.8	3.5	3.7	3.3	4.0
	Upper secondary	1.7	1.3	1.6	2.5	2.1	1.8	1.4	2.3
	University	0.5	0.5	0.4	0.7	0.4	0.3	0.3	0.5
Subsistence agriculture	Total	100	100	100	100	100	100	100	100
	None	59.7	60.6	58.9	54.0	53.7	52.7	55.2	54.1
	Primary	31.7	31.2	33.2	35.0	35.7	36.7	35.0	34.6
	Lower secondary	4.7	4.1	4.4	6.2	5.7	5.4	5.6	6.2
	Upper secondary	3.4	3.8	3.3	4.5	4.3	4.7	3.9	4.7
	University	0.4	0.3	0.2	0.3	0.5	0.6	0.4	0.4

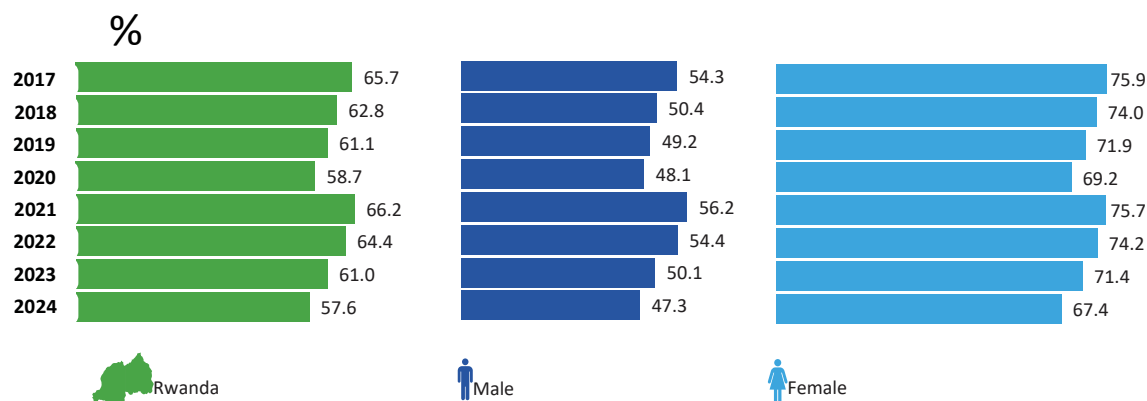
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS).

8.3 Share of agriculture in the total work force

The total workforce is defined as the sum of all individuals engaged in paid or profit-oriented employment and those working in subsistence agriculture. Therefore, the share of agriculture workers in the total workforce refers to the proportion of individuals employed in agriculture relative to the entire workforce.

As shown in Figure 8.1 below, the proportion of agricultural workers in the workforce for 2024 was 57.6%. This share was significantly higher among females, with 67.4% of women working in agriculture, compared to 47.3 % of men.

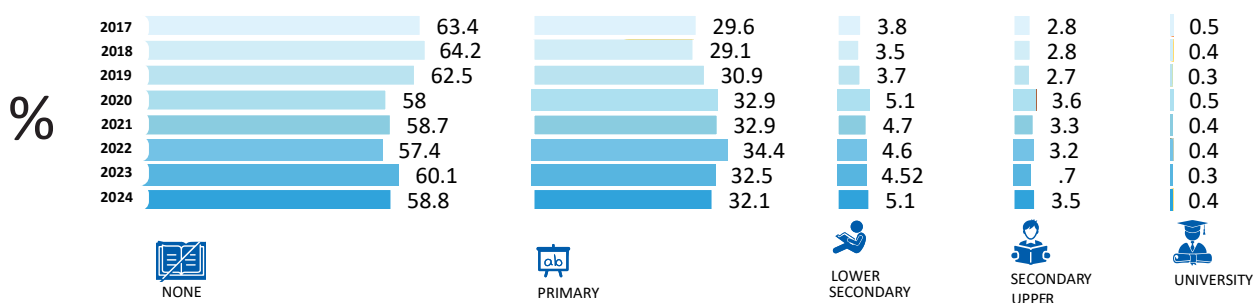
Comparing 2024 to the previous year, there has been a notable decrease in the proportion of agricultural workers with 3.4 percentage point drop at the national level, 2.8 percentage point reduction among males and a decline of 4 percentage points among females.

Figure 8. 1: Share of workers in agriculture by sex

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

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

The 2024 result reveals a relatively stable trend about the share of agricultural workers in all levels of education compared to the previous year (Figure 8.2).

Figure 8. 2: Share of workers in agriculture by level of education attained.

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

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

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

Own use production works out of agriculture.

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

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

The LFS questionnaire contains 7 questions on time spent on different types of own-use production work excluding production or processing of food stuff. These questions were asked to all people excluding domestic workers who are paid to undertake that kind of work. The 2024 LFS results presented in Table 9.1 indicate that 6,670,621 persons aged 16 years old and above, representing 81.8 % of the people who were eligible to respond to questions related to own use production work (8,159,610 persons) were engaged in at least one type of own-use production work during the reference period. Among them 2,785,658 representing 41.8 % were male and 3,884,963 (58.2 %) were female. They devoted on average 18.7 hours per week on these activities. The type of activity in which the highest numbers of persons were engaged was “doing household chores including shopping, preparing meals”, covering 63.3 % of the working age population and involving on average 9.8 hours per week, followed by “fetching water for the household, including travel time” (45.1 % of working age population) and on average 3.8 hours per week.

Table 9. 1: Average time spend per week on own-use production (Hours)

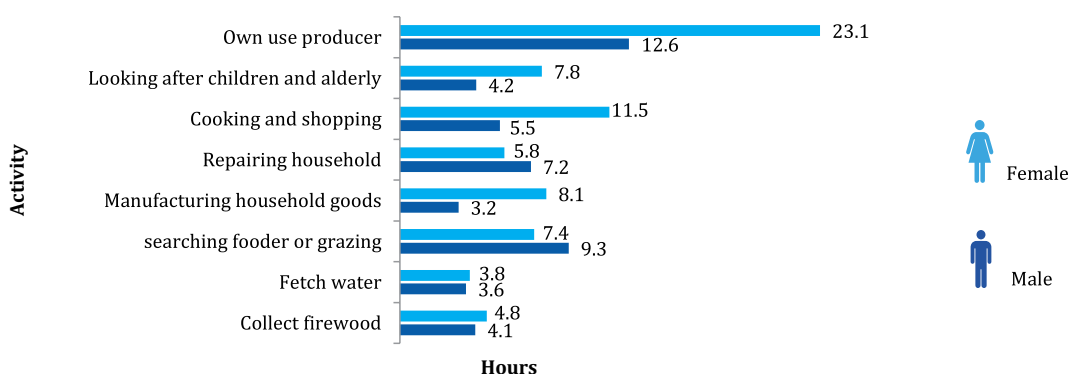
	2017	2018	2019	2020	2021	2022	2023	2024
Population aged 16 years old and above engaged in some type of own-use production work (,000)	6,585	6,787	7,057	7,320	7,601	7,840	7,932	8,159
Average time population aged 16 years old and above spend in some type of own-use production work	20.2	20.6	18.2	18.2	17.9	17.3	19	18.7
Collecting firewood for the household including travel time	4.7	4.4	4.3	4.8	4.7	4.3	4.8	4.6
Fetching water for the household, including travel time	4.3	4.2	3.9	4	4.2	3.8	4.2	3.8
Searching for fodder or grazing for the household's animals	8.4	8.5	7.9	7.9	7.2	7.7	9	8.3
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	5.8	6.1	5.3	8	7.8	7.9	7.3	6.7
Manufacturing household goods for own or family use	6.3	6.8	6.9	6.9	7.3	7.5	7.4	7.3
Doing household chores including shopping, preparing meals	9.9	10.7	9.5	9.5	9.9	10	10.3	9.8
Looking after children and elderly	7.7	7.7	6.6	6.7	7.2	7	7.4	7
Average time of own-use production work among the labour force								
Labour force	19.1	19.5	17	16.8	17.2	17	18.1	17.7
Employed	18.4	18.9	16.3	15.7	16.1	16.3	17.3	16.9
Unemployed	22.0	22.7	20.5	21.0	20.9	19.2	21.7	21.6

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

Table 9.1 also shows that in 2024 the average time spent per week on own-use production work among people in labour force was 17.7 hours. As expected, the average number of hours of own-use production work was lower among the employed population and relatively higher among the unemployed.

Figure 10.1 presents the average number of hours spent per week in own use production of different services by sex in 2024. The time spent by females (23.1 hours) was almost twice as high as the time spent by males (12.6 hours) in those activities. The activities in which females were spending more time were cooking and shopping (11.5 hours) followed by manufacturing household goods (8.1 hours) while males were spending more time in Searching for fodder or grazing (9.3 hours) and repairing household (7.2 hours).

Figure 9. 1: Average number of hours spent in own use production activities by type and sex in 2024



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2024

In the Labour force survey, a migrant was defined to be any current resident, member of a private household in Rwanda of working age who has changed his or her district or country of usual residence in the last five years. A migrant worker was defined to be a migrant of working age who was engaged in an employment for pay or profit or were unemployed in the current area of residence. According to the results presented in Figure 10.1 below, the stock of the migrant population at the time of the survey in 2024 was 1,835,537 persons, representing 13.4 % of the total population. Among them, an estimated 894,257 were migrant workers (16 years and above).

Table 10. 1: Size of the migrant and migrant workers populations

	2019	2020	2021	2022	2023	2024
Total population	12,216,163	12,499,074	12,786,879	13,078,028	13,362,858	13,658,302
Migrants	1,505,009	1,225,821	1,303,685	1,182,968	1,413,692	1,835,537
Migrant 16 yrs+	1,115,760	909,614	957,665	887,905	1,057,416	1,339,135
Migrant workers	683,465	550,326	526,722	517,169	654,731	894,257

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

The migrant population includes the internal migrants and the international migrants. Similarly, the migrant workers include the internal migrant workers and the international migrant workers. The internal migrant and internal migrant workers were those who have moved from one district of Rwanda to another during the last five years, and the international migrant and international migrant workers were those who have moved from outside the country to Rwanda in the last five years and were classified as employed or unemployed. The majority of migrants in 2024 were internal migrants (1,737,303) and the international migrants were 61,604. The share of international migrants in total population of Rwanda (0.5 %) remains significantly lower compared to the world average (4.9 %) in 2024.

The proportion of females among internal migrants of working age (16 years old and above), was higher (52%) than the corresponding proportion among males (48 %), while it was higher for male (52.8 %) than female (47.2 %) among international migrants in 2024.

Table 10.2 shows the distribution of internal migrant by considering internal migrants from the province prior residence to the province of current residence, and Table 10.3 shows the distribution of international migrants from the country of prior residence to the province of current residence in 2024.

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

Table 10. 2: Province of last move and province of current residence of internal migrants in 2024

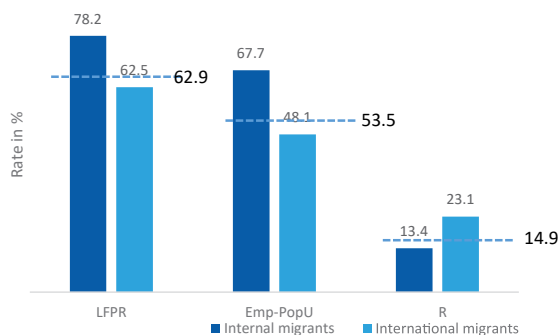
Kigali		Province of current residence					
		South	West	North	East	Total	
Province of last move	Kigali	175,837	100,394	33,904	43,558	133,571	487,264
	South	149,788	111,179	18,636	13,076	61,094	353,773
	West	97,992	46,223	76,036	42,717	89,042	352,010
	North	60,547	11,690	12,941	31,700	62,416	179,294
	East	100,818	36,110	20,686	30,948	176,401	364,962
	Total	584,982	305,595	162,203	161,999	522,524	1,737,303

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

The diagonal elements highlighted in the Table 10.2 shows that approximately one-third of internal migrants moved from one district to another within the same province. These can be considered as non-migrant when migration is analysed at the provincial level. The total numbers in the diagonal elements of the table were 571,153 corresponding to 32.9 % of internal migrants. The majority or about two-third of the working-age internal migrants moved from one province to another. From the off-diagonal elements of Table 10.2, one can observe that the migration corridor with the largest movement was from the South Province to the City of Kigali (149,788 migrants), followed by the movement from the City of Kigali to the East Province (133,571), and the movement from the East Province (100,818) to the City of Kigali and movement from the City of Kigali to Southern Province (100,394).

It is worth important to note that the City of Kigali served as both a major destination and a major Province of origin for migrant workers. Approximately 33.6 % of internal migrants currently reside in the City of Kigali. Similarly, around a quarter (28 %) of the working age internal migrants moved from a district within the City of Kigali to another district inside or outside the City of Kigali, in the last five years. The Eastern Province was the second pole of attraction as a destination Province and also the second highest migrant-sending Province after the City of Kigali in 2024.

Figure 10.1 presents summary indicators of the labour force status of internal and international migrants according to the results of the RLFS 2024.

Figure 10. 1: Labour force status of internal and international migrants in 2024.

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2024

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

It can be observed that in 2024 the share of the working age internal migrants engaged in the labour force was significantly higher than the general population as a whole. The labour force participation rate of internal migrants was 74.2 %, while that of the international migrants was 62.5 %, and the internal migrant labour force participation rate (LFPR) was significantly higher than the overall labour force participation rate (78.2 %) while for international migrant the LFPR was relatively equal to the overall LFPR. The employment-to-population ratio of internal migrants was 67.7 % and it was higher than the overall employment-to-population ratio of the country (53.5 %) and that of the international migrants was 48.1 % and was lower than the overall employment-to-population ratio of the country. Conversely, the unemployment rate of internal migrant workers (13.4 %) was below the national unemployment rate (14.7%) while the unemployment rate for international migrant workers (23.1 %) was higher than the national unemployment rate.

These results are in line with expectation as migration is often motivated by economic and labour market factors. According to the results of the 2024 LFS, the main reason to move from the previous place of residence of the recent working age migrants was the movement of parents (25.3 %), looking for work (17.6 %), Coming back in country/building/renting (14.9 %), living with relatives (12.7 %) closely followed by found job (10.5 %) and by marriage (7.7 %).

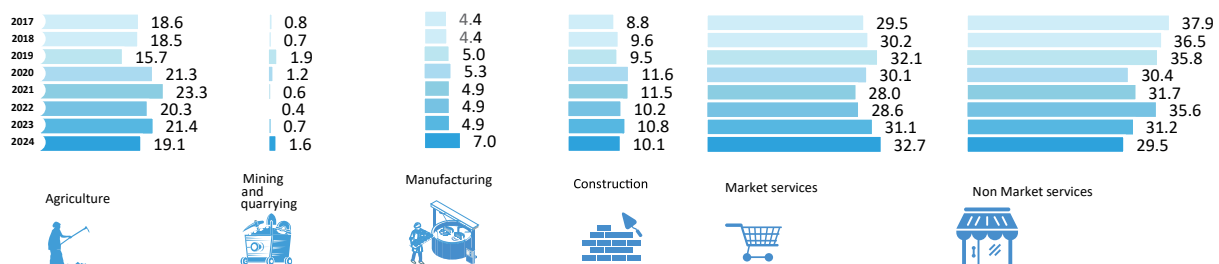
It is also instructive to note that the unemployment rate was lower (about 3 to 8.2 %) among migrant who moved from their previous place of residence because of employment reason such as found job, job transfer or looking for employment; (about 13.5 to 28.1 %) among those who moved for personal reasons family or other reasons such as divorce, marriage, attending school. Correspondingly, the employment-to-population ratio was highest among migrants who moved for labour market reasons than those who moved for personal, family or other reasons.

One particular result of LFS 2024 that should be mentioned here is the very high employment-to-population ratio (96.3 % and 94.1 %) and the relatively low unemployment rate (1.7 % and 2.9 %) of migrants whose main reason of migration was job transfer and found a job respectively. This result means that many of these migrants keep their employment following their move, although not all.

The structure of employment among migrant workers in terms of branch of economic activity is shown in figure 10.2 for both internal and international migrants. The branch of economic activity with the highest number of internal migrants in 2024 was the market services (trade; transportation; accommodation and food; and business and administrative services) (32.7 %) followed by non-market services (Public administration; Community, social and other services and activities) (29.5%) and agriculture with 19.1 %. The results show also that the percentage of person engaged in manufacturing among the internal migrant workers (7 %) was higher compared to the national average (5.7 %).

The shares of internal migrants engaged in construction was 10.1 % are about the same as the corresponding national average (9.5 %), suggesting that migrant workers in that branch of economic activity were engaged in the same activity prior and after migration.

Figure 10. 2: Employed internal migrant workers by top six branch of economic activity.



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

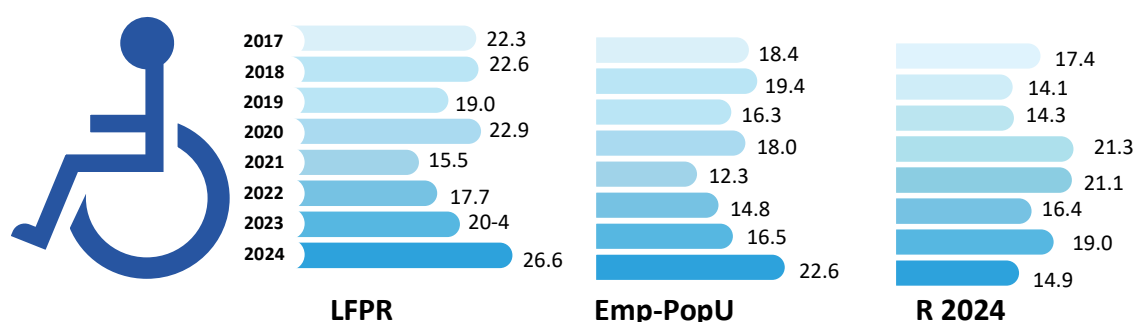
According to the 2024 LFS, the proportion of the working age internal migrants engaged in subsistence foodstuff production, who are not counted in the labour force was 28.5 %. The proportion among the international migrants was 25.7 %. Both figures are considerably lower than the corresponding national percentage of 46.6 %, indicating that migrants outside the labour force were relatively less engaged in subsistence foodstuff activity compared to the working age population at large in outside labour force. One implication of these results may be attributed to the fact that the higher labour force participation rate of migrants, as noted earlier in this chapter, would be diminished if the participation rate were calculated to include both employment work and subsistence foodstuff production work.

Workers with disabilities

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

Figure 11.1 show the key labour market indicators for persons aged 16 years and above with disabilities. In 2024 the results showed that 26.6 % of the working age persons with disabilities were labour force participants, reflecting an increase of 6.2 percentage points compared to 2023 results. The corresponding rate for the working age population at large among persons without disability was 64.1 % in 2024. Approximately, 22.6% of the working age persons with disabilities were engaged in work for pay or profit in 2024. This ratio increased by 6.1 percentage points compared to the 2023 results. The corresponding rate for the working age population at large was 54.5 % among persons without disabilities.

Figure 11. 1: Main labour force indicators of persons with disabilities.



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

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

In 2024, the unemployment rate among persons with disabilities (14.9 %) was equal with the one among the person without any disability (14.9 %). On the other hand, the proportion of person outside the labour force was far higher among the persons with disabilities than among those without disabilities (73.4 % and 35.9 % respectively).

The analysis of employment status of the working age population with disabilities by type of disability in 2024 indicates that the employment-to-population ratio was highest among persons with hearing impairment (27.7 %) and lowest among persons with difficulty in washing all over and dressing (2.4 %). Unemployment rate was higher among persons with difficulty in washing all over and dressing (56.2 %) and labour force participation rate was lowest among persons with difficulty in washing all over and dressing (5.4 %).

Main concept and definitions

The main concepts and definitions used in the survey are aligned with the international standards on statistics of work, employment, and labour underutilization adopted by the 19th International Conference of Labour Statisticians (Geneva, 2013).⁸ They are briefly described below.

Work

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

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

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

Working age population

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

Employment

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

This definition of employment differs from the definition used in past surveys and censuses that was based on

⁸ ILO, *Resolution concerning statistics of work, employment and labour underutilization*, 19th International Conference of Labour Statisticians, Geneva, October 2013.

the previous international standards.⁹ The main difference concerns the statistical treatment of subsistence foodstuff producers. According to these earlier standards, “persons engaged in the production of goods and services for own and household consumption should be considered as in self-employment if such production comprises an important contribution to the total consumption of the households.” According to the new standards, only those are included in employment if the production was “intended mainly for sale or barter, even if part of the output is consumed by the household or family.”

Labour underutilization

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

Unemployment

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

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

Time-related underemployment

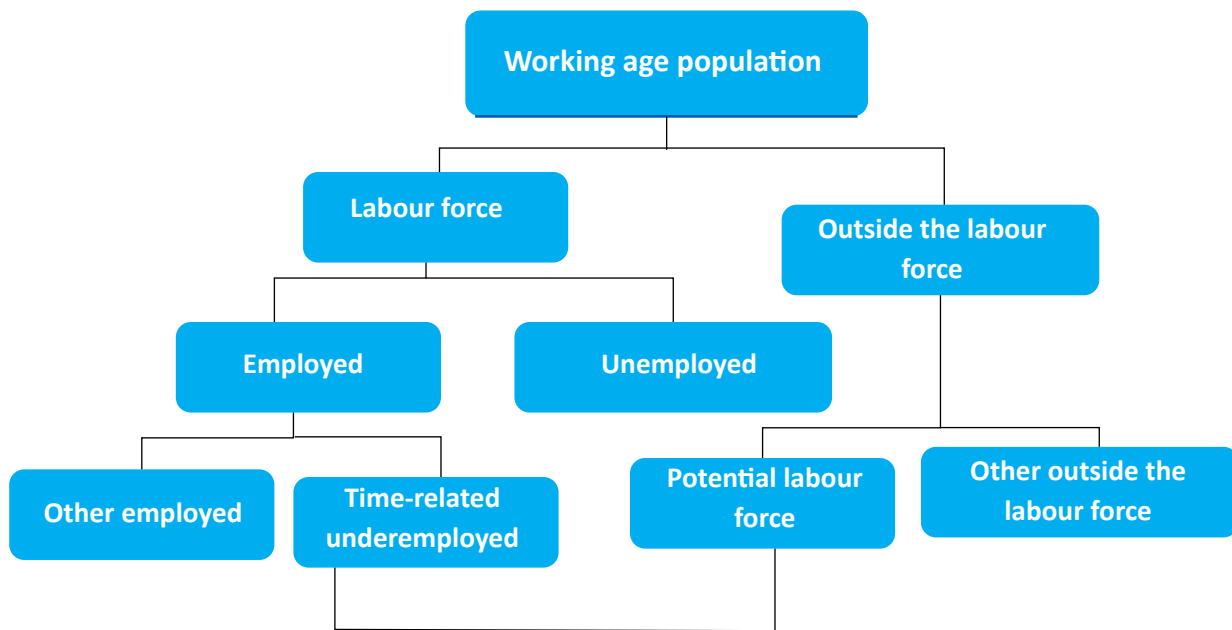
Persons in time-related underemployment are defined as all persons in employment who, during a specified reference period, (a) wanted to work additional hours, (b) whose working time in all jobs was less than a specified hours threshold, and (c) who were available to work additional hours given an opportunity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

Potential labour force

Potential labour force is defined as all persons above a specified age who, during the short reference period, were neither in employment nor in unemployment but who were considered as either (a) unavailable jobseekers (seeking employment but not currently available) or (b) available potential jobseekers (currently available for employment but did not carry out activities to seek employment). The relationship among the various concepts is shown in the figure below.

⁹ ILO, Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13th International Conference of Labour Statisticians, Geneva, 1982.

A1. Labour force and labour underutilization framework



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

Discouraged jobseekers

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

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

Discouraged jobseekers constitute a specific segment of the potential labour force, more particularly, a subset of the "available potential jobseekers". During the survey reference period, these people expressed a desire for employment and were available to work. However, they were not actively seeking employment due to reasons directly related to the labor market, as opposed to personal, family or other non-labour related reasons. They are considered as potential jobseekers because in principle they have been previously seeking employment but stopped looking for employment after failure or repeated failures to obtain suitable employment due to various reasons related to the unsuitability of their age, qualification, work experience, and similar labour-market reasons. If these obstacles could be overcome, they would presumably be again jobseekers.

Others outside the labour force

The potential labour force represents one group among people outside the labour force. In general, individuals outside the labour force include people of working age who were neither in employment nor

in unemployment during the reference period of measurement. People outside the labour force may be classified based on their current main activity status, as well as the main reason for not being engaged in the labour force and their potential future labour force engagement. The international standards recommend the classification of persons outside the labour force according to their main activity status, as self-declared, with the following categories:

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

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

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

Willing non-jobseekers

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

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

Own-use production work

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

Subsistence foodstuff producers constitute a significant subgroup of persons in own-use production work. They are defined as individuals who performed specified activities to produce foodstuffs through agriculture, fishing, hunting or gathering that contribute to the livelihood of the household or family. Excluded from this group are individuals who engaged in such production as recreational or leisure activities.

Own-use producers, particularly persons engaged in own-use production of goods such as subsistence foodstuffs (as well as unpaid trainee workers or volunteer workers) may be engaged in other activities in the same reference period. These activities may include employment or search for employment. Depending on

their additional activities, certain own-use producers may also be considered part of the labour force and classified as employed, unemployed or other labour underutilization category.

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

A2. Main labour force and labour underutilization indicators

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

Standard errors, 95 % Confidence intervals, coefficient of variation and design effects for selected main labour force indicators

Annex B.1: Unemployment rate according to sex, youth/adult, urban/rural and district of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Unemployment rate	14.93	0.26	14.41	15.45	1.77	2.15
Sex						
Male	12.57	0.30	11.98	13.17	2.40	1.71
Female	17.60	0.37	16.87	18.33	2.12	1.75
Age						
16-30	18.50	0.41	17.71	19.30	2.20	1.82
31+	12.28	0.29	11.71	12.85	2.38	1.77
Education						
None	13.77	0.34	13.09	14.44	2.49	1.75
Primary	14.74	0.41	13.93	15.55	2.80	1.63
Lower secondary	18.09	0.88	16.36	19.81	4.87	1.47
Upper secondary	19.91	0.83	18.28	21.53	4.16	1.87
University	11.47	0.82	9.85	13.08	7.18	1.46
Area of residence						
Urban	14.32	0.43	13.48	15.16	2.99	1.98
Rural	15.25	0.34	14.58	15.91	2.22	2.28
District						
Nyarugenge	13.46	1.01	11.48	15.44	7.50	1.37
Gasabo	14.60	1.03	12.58	16.62	7.05	2.85
Kicukiro	14.68	0.87	12.97	16.39	5.94	1.28
Nyanza	12.70	1.49	9.78	15.63	11.73	1.71
Gisagara	15.66	2.10	11.54	19.79	13.43	3.23
Nyaruguru	19.35	2.16	15.11	23.59	11.16	1.99
Huye	17.24	1.66	13.98	20.50	9.64	1.92
Nyamagabe	12.81	1.67	9.53	16.08	13.04	2.48
Ruhango	17.38	1.63	14.19	20.58	9.37	1.81
Muhanga	17.14	1.29	14.61	19.66	7.50	1.19
Kamonyi	17.86	1.49	14.94	20.78	8.34	1.96
Karongi	20.19	2.09	16.08	24.30	10.37	2.65
Rutsiro	12.22	1.69	8.92	15.53	13.79	2.66
Rubavu	13.94	1.13	11.72	16.15	8.10	1.65
Nyabihu	10.35	0.89	8.60	12.10	8.63	0.79
Ngororero	17.10	2.14	12.90	21.30	12.52	2.68
Rusizi	21.25	1.53	18.25	24.25	7.20	1.61
Nyamasheke	19.12	1.92	15.36	22.89	10.03	2.48
Rulindo	16.83	1.54	13.82	19.85	9.12	1.98

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Gakenke	12.35	1.66	9.09	15.60	13.46	2.69
Musanze	12.52	1.10	10.36	14.68	8.79	1.76
Burera	14.95	1.56	11.90	18.00	10.41	2.04
Gicumbi	20.55	1.85	16.93	24.18	9.00	2.46
Rwamagana	11.55	0.99	9.61	13.50	8.57	1.44
Nyagatare	13.53	1.41	10.77	16.29	10.40	3.54
Gatsibo	13.53	1.31	10.96	16.10	9.68	2.24
Kayonza	8.49	0.76	6.99	9.98	8.97	1.09
Kirehe	18.43	1.68	15.13	21.74	9.14	2.16
Ngoma	12.70	1.75	9.27	16.13	13.76	3.04
Bugesera	14.50	1.20	12.15	16.86	8.27	2.07

Annex B.2: Labour force participation rate according to sex, youth/adult, urban/rural and district of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Labour force participation rate	62.92	0.35	62.23	63.62	0.56	3.33
Sex						
Male	71.14	0.42	70.31	71.97	0.59	2.53
Female	55.65	0.42	54.83	56.47	0.75	2.32
Age						
16-30	60.60	0.46	59.71	61.50	0.75	2.38
31+	64.76	0.44	63.91	65.62	0.68	2.89
Education						
None	62.51	0.45	61.62	63.40	0.73	2.47
Primary	61.97	0.51	60.96	62.98	0.83	2.16
Lower secondary	48.05	0.90	46.28	49.83	1.88	1.91
Upper secondary	72.01	0.78	70.49	73.54	1.08	1.81
University	88.10	0.95	86.25	89.96	1.07	2.12
Area of residence						
Urban	71.91	0.59	70.76	73.07	0.82	3.17
Rural	59.10	0.41	58.30	59.89	0.69	2.95
District						
Nyarugenge	73.69	1.28	71.17	76.21	1.74	1.81
Gasabo	73.93	1.86	70.28	77.58	2.52	8.14
Kicukiro	73.68	1.81	70.14	77.23	2.45	4.82
Nyanza	52.72	1.81	49.16	56.27	3.43	2.12
Gisagara	54.34	2.34	49.75	58.93	4.31	3.91
Nyaruguru	50.21	2.90	44.52	55.90	5.78	4.45
Huye	56.37	1.78	52.88	59.86	3.15	2.26
Nyamagabe	58.59	2.08	54.50	62.68	3.56	3.03
Ruhango	58.04	2.40	53.33	62.74	4.13	3.98

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Muhanga	54.56	2.01	50.61	58.50	3.69	3.06
Kamonyi	58.71	1.59	55.59	61.84	2.71	2.31
Karongi	58.40	2.53	53.44	63.36	4.33	4.39
Rutsiro	64.98	2.42	60.22	69.73	3.73	3.99
Rubavu	67.48	1.44	64.66	70.30	2.13	2.17
Nyabihu	67.31	1.88	63.62	71.00	2.79	2.20
Ngororero	55.18	1.63	51.99	58.37	2.95	1.61
Rusizi	55.72	1.43	52.92	58.53	2.56	1.71
Nyamasheke	59.00	1.99	55.09	62.91	3.38	2.90
Rulindo	65.74	2.05	61.71	69.76	3.12	3.34
Gakenke	59.15	1.74	55.73	62.58	2.95	2.25
Musanze	65.09	1.45	62.24	67.94	2.23	2.26
Burera	62.03	1.73	58.64	65.42	2.79	2.19
Gicumbi	54.37	1.96	50.53	58.21	3.60	3.33
Rwamagana	68.00	1.54	64.98	71.03	2.27	2.40
Nyagatare	65.94	1.87	62.26	69.61	2.84	4.94
Gatsibo	64.99	1.46	62.11	67.86	2.25	2.21
Kayanza	63.18	1.99	59.28	67.07	3.14	3.90
Kirehe	60.56	2.45	55.75	65.37	4.05	4.74
Ngoma	60.83	1.72	57.45	64.21	2.83	2.25
Bugesera	69.46	1.60	66.31	72.60	2.31	3.11

Annex B.3: Employment to population ratio rate according to sex, youth/ adult, urban/rural and district of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Employment to population ratio	53.53	0.37	52.81	54.25	0.68	3.34
Sex						
Male	62.19	0.45	61.31	63.07	0.72	2.50
Female	45.85	0.43	45.01	46.69	0.93	2.41
Age						
16-30	49.39	0.48	48.46	50.33	0.96	2.48
31+	56.81	0.45	55.93	57.69	0.79	2.83
Education						
None	53.90	0.47	52.98	54.82	0.87	2.48
Primary	52.84	0.54	51.79	53.89	1.02	2.24
Lower secondary	39.36	0.87	37.66	41.06	2.20	1.84
Upper secondary	57.68	0.87	55.97	59.39	1.51	1.87
University	78.00	1.21	75.62	80.38	1.55	2.12
Area of residence						
Urban	61.62	0.62	60.39	62.84	1.01	3.02
Rural	50.09	0.43	49.25	50.93	0.86	3.18

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
District						
Nyarugenge	63.77	1.44	60.94	66.60	2.26	1.92
Gasabo	63.14	1.74	59.73	66.54	2.75	5.87
Kicukiro	62.87	1.83	59.28	66.45	2.91	4.10
Nyanza	46.02	1.66	42.77	49.27	3.60	1.78
Gisagara	45.83	2.61	40.71	50.95	5.70	4.86
Nyaruguru	40.49	3.05	34.51	46.47	7.53	5.10
Huye	46.66	1.54	43.64	49.67	3.30	1.67
Nyamagabe	51.08	2.20	46.77	55.40	4.31	3.27
Ruhango	47.95	2.39	43.26	52.64	4.98	3.86
Muhanga	45.21	1.93	41.43	48.99	4.26	2.81
Kamonyi	48.23	1.81	44.67	51.79	3.76	2.90
Karongi	46.61	2.65	41.42	51.80	5.68	4.70
Rutsiro	57.04	2.56	52.01	62.06	4.49	4.14
Rubavu	58.08	1.70	54.74	61.41	2.93	2.73
Nyabihu	60.34	1.98	56.47	64.22	3.27	2.23
Ngororero	45.74	1.76	42.29	49.20	3.85	1.88
Rusizi	43.88	1.55	40.85	46.92	3.53	2.00
Nyamasheke	47.72	2.27	43.27	52.17	4.75	3.64
Rulindo	54.67	2.26	50.24	59.10	4.13	3.67
Gakenke	51.85	1.96	48.00	55.70	3.78	2.75
Musanze	56.94	1.40	54.20	59.68	2.45	1.94
Burera	52.76	1.65	49.51	56.00	3.13	1.89
Gicumbi	43.20	2.11	39.05	47.34	4.89	3.93
Rwamagana	60.15	1.52	57.16	63.13	2.53	2.12
Nyagatare	57.02	1.83	53.43	60.60	3.20	4.31
Gatsibo	56.19	1.61	53.04	59.34	2.86	2.46
Kayanza	57.81	2.07	53.76	61.87	3.58	4.04
Kirehe	49.40	2.36	44.77	54.02	4.77	4.19
Ngoma	53.11	2.00	49.19	57.03	3.76	2.90
Bugesera	59.38	1.77	55.90	62.86	2.99	3.35

Annex B.4: Labour Underutilization rate according to sex, youth/adult, urban/rural and district of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
LUUR	54.241	0.433	53.391	55.091	0.798	3.685
Sex						
Male	47.04	0.50	46.06	48.03	1.07	2.43
Female	61.25	0.51	60.25	62.24	0.83	2.68
Age						
16-30	56.24	0.56	55.15	57.34	0.99	2.60
31+	52.77	0.49	51.82	53.72	0.92	2.65
Education						
None	58.05	0.50	57.08	59.03	0.85	2.23

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Primary	56.40	0.59	55.24	57.56	1.05	2.19
Lower secondary	53.65	1.02	51.64	55.66	1.91	1.50
Upper secondary	46.16	0.93	44.33	47.99	2.02	1.85
University	23.00	1.17	20.70	25.29	5.08	1.80
Area of residence						
Urban	41.71	0.72	40.29	43.13	1.73	3.31
Rural	60.01	0.49	59.06	60.97	0.81	3.28
District						
Nyarugenge	35.65	1.56	32.58	38.72	4.39	1.93
Gasabo	40.57	1.78	37.08	44.05	4.38	5.10
Kicukiro	41.84	1.76	38.39	45.29	4.20	3.10
Nyanza	58.19	1.92	54.42	61.95	3.30	1.81
Gisagara	62.30	2.97	56.48	68.12	4.76	5.07
Nyaruguru	70.94	3.34	64.38	77.50	4.71	5.30
Huye	59.13	2.56	54.10	64.17	4.34	3.57
Nyamagabe	41.31	2.13	37.13	45.50	5.16	2.30
Ruhango	60.41	2.08	56.32	64.49	3.44	2.35
Muhanga	56.97	2.65	51.77	62.16	4.65	4.04
Kamonyi	57.02	2.10	52.91	61.13	3.67	3.08
Karongi	69.81	3.67	62.62	77.00	5.25	8.14
Rutsiro	54.04	2.69	48.75	59.32	4.99	3.68
Rubavu	48.20	1.78	44.70	51.70	3.70	2.32
Nyabihu	55.07	1.96	51.22	58.92	3.57	1.72
Ngororero	71.30	2.47	66.45	76.15	3.47	3.59
Rusizi	64.68	1.94	60.87	68.50	3.00	2.51
Nyamasheke	62.43	2.66	57.22	67.65	4.26	3.86
Rulindo	55.83	2.50	50.92	60.73	4.48	3.75
Gakenke	56.19	2.52	51.24	61.13	4.49	3.56
Musanze	48.26	1.72	44.88	51.64	3.57	2.24
Burera	68.72	1.71	65.38	72.07	2.48	1.82
Gicumbi	68.43	1.93	64.64	72.21	2.82	2.91
Rwamagana	47.61	1.61	44.46	50.76	3.37	1.88
Nyagatare	51.98	2.74	46.60	57.36	5.27	7.54
Gatsibo	52.88	2.43	48.11	57.65	4.60	4.31
Kayanza	54.86	2.48	49.99	59.72	4.52	4.56
Kirehe	65.03	2.35	60.42	69.64	3.62	3.39
Ngoma	59.40	2.25	54.98	63.82	3.79	3.03
Bugesera	45.08	1.82	41.50	48.66	4.05	2.78

Annex B.5: NEET(Youth not in employment, education or training) rate according to sex, youth/adult, urban/rural and district of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
NEET rate	28.45	0.40	27.66	29.24	1.41	2.16
Sex						
Male	21.28	0.50	20.30	22.25	2.34	1.96
Female	35.20	0.56	34.10	36.31	1.60	1.94
Education						
None	34.24	0.70	32.86	35.62	2.06	1.88
Primary	27.85	0.61	26.66	29.04	2.18	1.80
Lower secondary	16.66	0.71	15.26	18.05	4.27	1.61
Upper secondary	31.92	1.14	29.69	34.15	3.56	2.17

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
University	23.16	1.79	19.66	26.67	7.71	1.32
Area of residence						
Urban	22.72	0.61	21.53	23.91	2.68	1.87
Rural	31.23	0.50	30.24	32.22	1.62	2.17
District						
Nyarugenge	22.70	1.21	20.32	25.07	5.34	0.90
Gasabo	24.64	1.63	21.45	27.84	6.61	3.09
Kicukiro	20.89	1.43	18.09	23.70	6.84	1.77
Nyanza	34.19	2.56	29.16	39.22	7.49	1.83
Gisagara	38.92	3.27	32.49	45.34	8.41	3.23
Nyaruguru	41.80	3.96	34.04	49.57	9.47	3.50
Huye	32.18	2.56	27.15	37.20	7.97	2.19
Nyamagabe	32.99	2.45	28.19	37.79	7.42	1.92
Ruhango	35.72	2.97	29.90	41.55	8.31	2.69
Muhanga	31.12	2.36	26.49	35.75	7.59	1.97
Kamonyi	30.88	2.45	26.07	35.68	7.93	2.57
Karongi	31.54	2.87	25.90	37.17	9.10	2.80
Rutsiro	26.31	2.49	21.43	31.20	9.46	2.10
Rubavu	26.27	1.44	23.45	29.09	5.47	1.19
Nyabihu	22.13	1.78	18.64	25.62	8.04	1.15
Ngororero	37.32	3.38	30.68	43.96	9.06	2.91
Rusizi	32.23	2.17	27.97	36.49	6.73	1.86
Nyamasheke	32.96	2.44	28.17	37.75	7.41	1.91
Rulindo	28.07	2.65	22.86	33.27	9.45	2.48
Gakenke	28.63	2.17	24.38	32.89	7.58	1.78
Musanze	23.74	1.68	20.44	27.03	7.07	1.71
Burera	22.95	1.97	19.09	26.81	8.58	1.70
Gicumbi	36.67	2.22	32.31	41.02	6.05	2.06
Rwamagana	26.48	1.43	23.68	29.28	5.39	0.98
Nyagatare	25.67	1.82	22.10	29.24	7.08	2.63
Gatsibo	29.11	1.88	25.42	32.80	6.46	1.78
Kayanza	23.15	1.71	19.79	26.51	7.39	1.69
Kirehe	30.12	2.59	25.03	35.20	8.61	2.62
Ngoma	31.06	2.33	26.49	35.62	7.50	1.84
Bugesera	23.66	1.30	21.11	26.21	5.50	1.07

Annex B.6: Inactive rate according to sex, youth/adult, urban/rural and district of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Rate of outside LF	37.08	0.35	36.38	37.77	0.96	3.33
Sex						
Male	28.86	0.42	28.03	29.69	1.46	2.53
Female	44.35	0.42	43.53	45.17	0.94	2.32
Age						
16-30	39.40	0.46	38.50	40.29	1.16	2.38
31+	35.24	0.44	34.38	36.09	1.24	2.89
Education						
None	37.49	0.45	36.60	38.38	1.21	2.47
Primary	38.03	0.51	37.02	39.04	1.35	2.16
Lower secondary	51.95	0.90	50.17	53.72	1.74	1.91
Upper secondary	27.99	0.78	26.46	29.51	2.78	1.81
University	11.90	0.95	10.04	13.75	7.96	2.12

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Area of residence						
Urban	28.09	0.59	26.93	29.24	2.10	3.17
Rural	40.90	0.41	40.11	41.70	0.99	2.95
District						
Nyarugenge	26.31	1.28	23.79	28.83	4.88	1.81
Gasabo	26.07	1.86	22.42	29.72	7.14	8.14
Kicukiro	26.32	1.81	22.77	29.86	6.86	4.82
Nyanza	47.28	1.81	43.73	50.84	3.83	2.12
Gisagara	45.66	2.34	41.07	50.25	5.13	3.91
Nyaruguru	49.79	2.90	44.10	55.48	5.83	4.45
Huye	43.63	1.78	40.14	47.12	4.07	2.26
Nyamagabe	41.41	2.08	37.32	45.50	5.03	3.03
Ruhango	41.96	2.40	37.26	46.67	5.71	3.98
Muhanga	45.44	2.01	41.50	49.39	4.43	3.06
Kamonyi	41.29	1.59	38.16	44.41	3.86	2.31
Karongi	41.60	2.53	36.64	46.56	6.07	4.39
Rutsiro	35.02	2.42	30.27	39.78	6.92	3.99
Rubavu	32.52	1.44	29.70	35.34	4.42	2.17
Nyabihu	32.69	1.88	29.00	36.38	5.75	2.20
Ngororero	44.82	1.63	41.63	48.01	3.63	1.61
Rusizi	44.28	1.43	41.47	47.08	3.23	1.71
Nyamasheke	41.00	1.99	37.09	44.91	4.86	2.90
Rulindo	34.26	2.05	30.24	38.29	5.99	3.34
Gakenke	40.85	1.74	37.42	44.27	4.27	2.25
Musanze	34.91	1.45	32.06	37.76	4.15	2.26
Burera	37.97	1.73	34.58	41.36	4.55	2.19
Gicumbi	45.63	1.96	41.79	49.47	4.29	3.33
Rwamagana	32.00	1.54	28.97	35.02	4.82	2.40
Nyagatare	34.06	1.87	30.39	37.74	5.50	4.94
Gatsibo	35.01	1.46	32.14	37.89	4.18	2.21
Kayanza	36.82	1.99	32.93	40.72	5.39	3.90
Kirehe	39.44	2.45	34.63	44.25	6.22	4.74
Ngoma	39.17	1.72	35.79	42.55	4.40	2.25
Bugesera	30.54	1.60	27.40	33.69	5.25	3.11

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