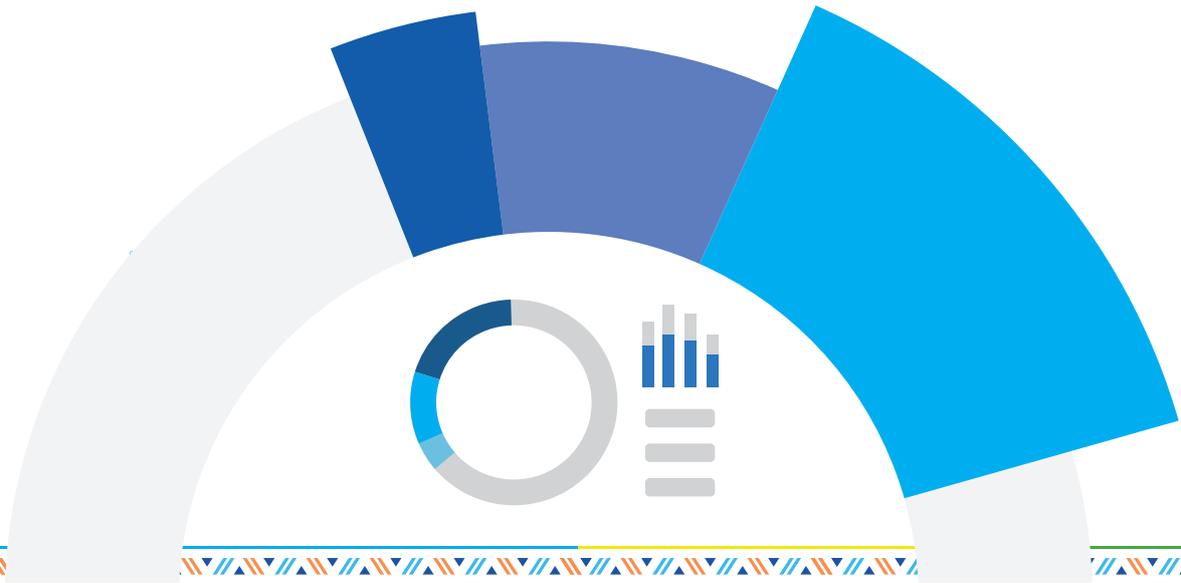




Republic
of Rwanda



nisr
NATIONAL INSTITUTE OF
STATISTICS OF RWANDA



Labour Force survey

Quarter 4, November 2025



Copyright © 2025 National Institute of Statistics of Rwanda (NISR). All rights reserved.

The Labour Force Survey report is produced by the National Institute of Statistics of Rwanda (NISR). Additional information about the Labour Force Survey 2025–Q4 report may be obtained from NISR:

P.O Box : 6139 Kigali, Rwanda

Tel: +250 788 383103

Hotline: 4321

Email: info@statistics.gov.rw

Recommended citation:

National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2025–Q4

ii.	Figures and Titles	4
iii.	Foreword	5
iv.	Executive summary	6
v.	Rwanda Labour Force Indicators, November 2025 (Q4)	9
1	Introduction	10
2	Labour Market Overview	11
	2.1 Labour force participation rate, employment to population ratio and unemployment rate	11
	2.2 Trend of labour Underutilization	11
	2.3. Rate of population outside the labour force.....	12
3	Characteristics of population in labour force	13
	3.1. Labour force participation among males and females.....	13
	3.2. Labour force participation by education	13
	3.3. Labour force participation by age group	14
4	Characteristics of employed population	15
	3.4 Labour force participation by area of residence.....	14
	4.1 Employment to population ratio (EPR).....	15
	4.2. Status in employment.....	16
	4.3. Main occupation.....	19
	4.4. Main Economic activity	20
	4.5. Means of transport by areas of residence.....	22
	4.6. Actual hours worked.....	22
5	Unemployment and Labour Underutilization population	23
	5.1 Unemployment rate	23
	5.2. Labour Underutilization.....	24
	5.3. Youth Not in Employment, Education or Training (NEET).....	26
6	Population outside the Labour Force	28
	6.1 Main components of population outside the labour Force	28
	6.2. Population outside the labour force by area of residence.....	39
	6.3. Population outside the labour force by age group	39
	6.4. Population outside the labour force by level of educational attainment.....	30
7	Work in agriculture	31
	7.1. Agricultural status of workers	31
	7.2. Characteristics of agricultural workers.....	32
	7.3. Share of agriculture in the total work force	34
A.	Standard errors, 95% confidence intervals, coefficient of variation (CV) and design effect of selected main labour force indicators.	36
	Labour force survey contributors	43

Figure 01: Trends in labour force participation rate by sex	6
Figure 02: Trends in employment to population ratio by sex.....	7
Figure 03: Distribution of employed population by board sector of economic activity	7
Figure 04: Trends in unemployment rate by sex	8
Figure 05: Trends in labour underutilization rate by sex	8
Figure 2. 1. Trend Labour force participation rate, employment to population ratio and unemployment rate	11
Figure 2. 2 Trends of labour underutilization.....	12
Figure 2. 3 Trends of outside labour force rate and potential labour force	12
Figure 3. 1 Labour force participation rate by sex	13
Figure 3. 2 Labour force participation rate by level of education	13
Figure 3. 3 Labour force participation rate by age group	14
Figure 3. 4 Labour force participation rate by area of residence.....	14
Figure 4. 1: Employment to population ratio (EPR) by area of residence.	15
Figure 4. 2: Employment to population ratio by sex	16
Figure 4. 3: Employment to population ratio by age group.....	16
ICSE-18 versus ICSE-93.....	17
Figure 4. 4: Distribution of employed population (%) by status in employment as per ICSE-93	18
Figure 4.5: Length of employment contract (Only for the current quarter) by sex, area of residence and level of education attained.	22
Figure 4. 6: Means of transport for employed people by province.....	22
Figure 4. 7: Average actual hours worked	22
Figure 5. 1: Unemployment rate by sex.....	23
Figure 5. 2: Unemployment rate by area of residence.	24
Figure 5.3: Unemployment rate among youth and Adult.....	24
Figure 5. 4: Labour under-utilization rate by sex	25
Figure 5. 5: Labour under-utilization rate by area of residence.	25
Figure 5. 6: Trend in labour underutilization rate by Youth and Adult.	26
Figure 5.7: NEET rate trend by sex.....	26
Figure 5.8: NEET rate trend by area of residence	27
Figure 6. 1: Main components of Persons outside the labour force	28
Figure 6. 2: Population outside Labour force by Area of residence	29
Figure 6. 3: Population outside the Labour force by age group.....	30
Figure 6. 4: Population outside the Labour force by Education level attained.....	30
Figure 7. 1: Share of workers in agriculture by sex	34
Figure 7. 2: Share of workers in agriculture by level of education attained.	35
Table 4. 1: Distribution of employed population (,000) by status in employment as per ICSE-93	18
Table 4.2: Number and percentage distribution of employed persons by status in employment (ICSE-18), Sex and Residence area	19
Table 4.3: Distribution of employed population (,000) by occupations	19
Table 4. 4: Percentage distribution of employed population by branch of economic activity.....	20
Table 4. 5: Distribution of employed population by economic activities (,000)	21
Table 7. 1: Works status in agriculture	32
Table 7. 2: Trend of proportion of agricultural workers by sex.	33
Table 7. 3: Trend of proportion of agricultural workers by age group.....	33
Table 7. 4: Trend of proportion of agricultural workers by level of education attainment	33

The National Institute of Statistics of Rwanda (NISR) conducts the labour force survey (LFS) to provide labour statistics that play an essential role for the development of policies and monitoring the country's progress toward achieving decent work for all.

These statistics are also crucial for the government of Rwanda to track the implementation of Second National Strategy for Transformation (NST2), Sustainable Development Goals (SDGs) as well as vision 2050. To monitor progress towards these targets, relevant, reliable, coherent, timely and accessible labour statistics must be produced.

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

The Labour Force survey programme begun with a pilot survey conducted in February 2016. The first round of the survey was conducted in August 2016 and continued on a bi-annual basis until August 2018. Since 2019, the survey was re-designed to provide estimates of the labour market aggregates on a quarterly basis. The present report is for the fourth quarter (Q4) of 2025, and its data collection was conducted in November 2025.

NISR welcome feedback on this publication from all users. We remain committed to continuously improve the scope and presentation of our analysis to maximize their utility.

NISR congratulates all those who contributed to this exercise. In particular, NISR recognize the dedication of survey coordinators, supervisors, analysts, team leaders, interviewers, drivers, and respondents for making this survey possible.

Furthermore, NISR invites policy makers, program managers, researchers, and all users to use the valuable data presented in this report to contribute and enhance Rwanda's economic development.

For 

MWIZERWA Jean Claude
Deputy Director General

MURENZI Ivan

Director General of NISR



iv Executive summary

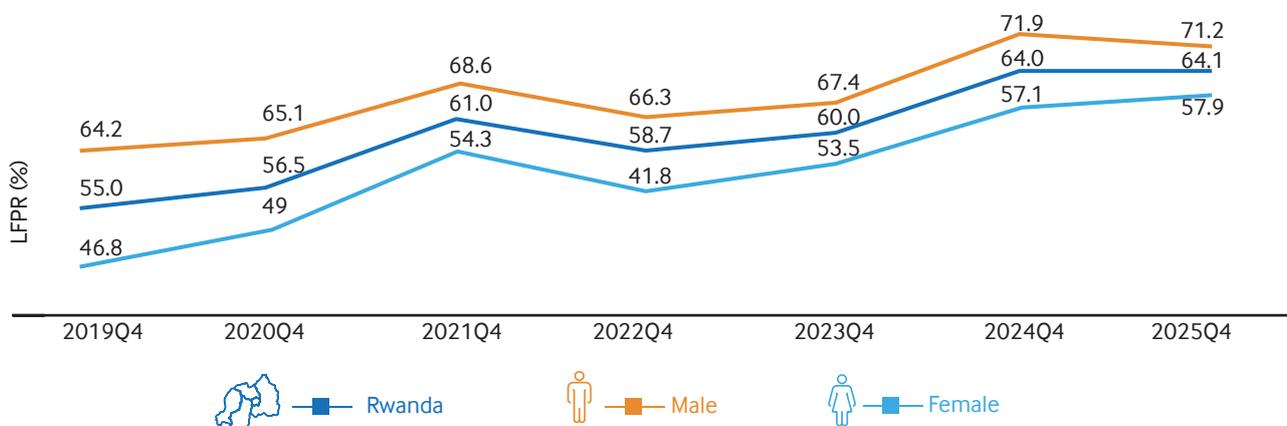
The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by the NISR. It collects data on the labour market activities among individuals aged 14 years and older who live in private households across Rwanda. However, only persons aged 16 years and above are covered for reporting. This report mainly compares survey results for the month of November each year, starting from 2019. However, the tables in a separate excel file published together with this report contain more observed data points of the labour force survey since 2019.

Labour force

In November 2025 (Q4), the working age population (16 years and above) was estimated to be 8.6 million. Out of this population 4.9 million were employed, 646 thousand were unemployed, and 3.1 million were out of labour force. The labour force which includes both the employed and unemployed population was 5.5 million. In November 2025 Q4, it was estimated to be 64.1 % which stood stable as compared to the estimated value in November 2024 (64.0%). The rate of the population outside labour force stood stable also to 35.9 % in November 2025 (Q4) compared to 36 % in November 2024(Q4).

The labour force participation rate has consistently been higher for male than for female. In November 2025 (Q4), the gender gap in labour force participation rate was approximately 13.3 percentage points representing a decrease of 1.5 percentage points compared to November 2024(Q4).

Figure 01: Trends in labour force participation rate by sex

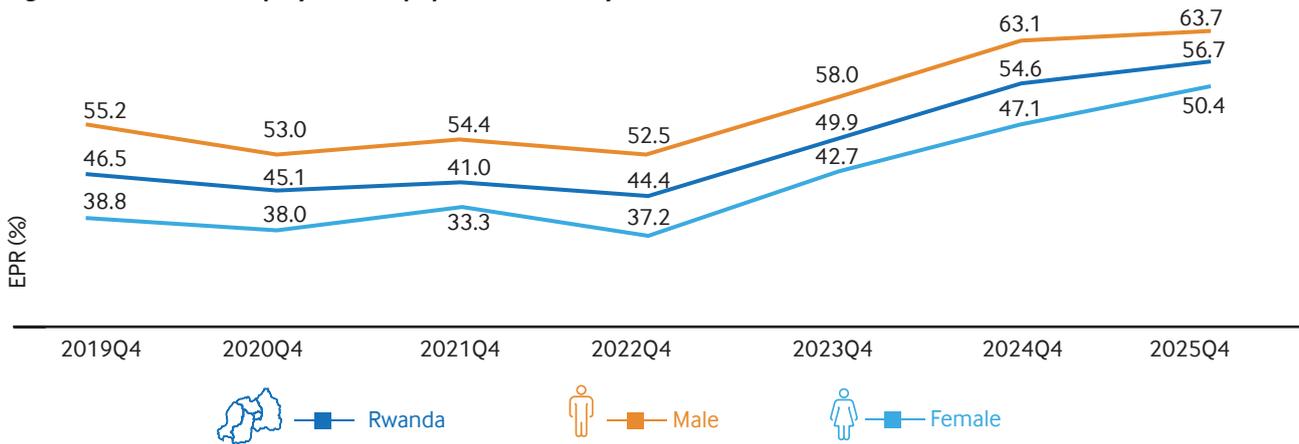


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Employment

The employment-to-population ratio (EPR) increased to 56.7 % in November 2025 (Q4), from 54.6 % in November 2024 (Q4). EPR increased among females by 3.3 percentage points while it remained stable among males. In November 2025 (Q4), EPR remained higher among males (63.7 %) than females (50.4 %). The gender gap in the employment to population ratio was 13.3 percentage points in November 2025 (Q4) reflecting a decline of 2.7 percentage points as compared to November 2024 (Q4). Additionally, the EPR was higher among adults aged 31 years old and above (60%) compared to youth aged 16-30 years old (52.2 %).

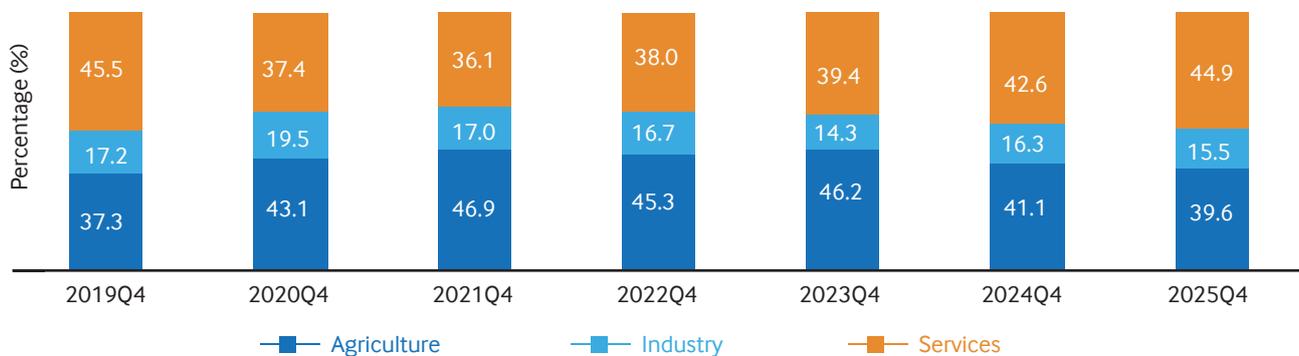
Figure 02: Trends in employment to population ratio by sex



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

The distribution of employed population by major economic activity revealed that the services sector continues to employ the largest number of the employed population in LFS November 2025 (Q4). The employment in agricultural sector decreased to 39.6 % in November 2025 (Q4) as compared to November 2024(Q4). The share of employment in the industry sector slightly decreased by 0.8 percent as compared to November 2024 (Q4) while the percentage of employed population in the service sector increased by 2.3 percentage points in the same period.

Figure 03: Distribution of employed population by board sector of economic activity



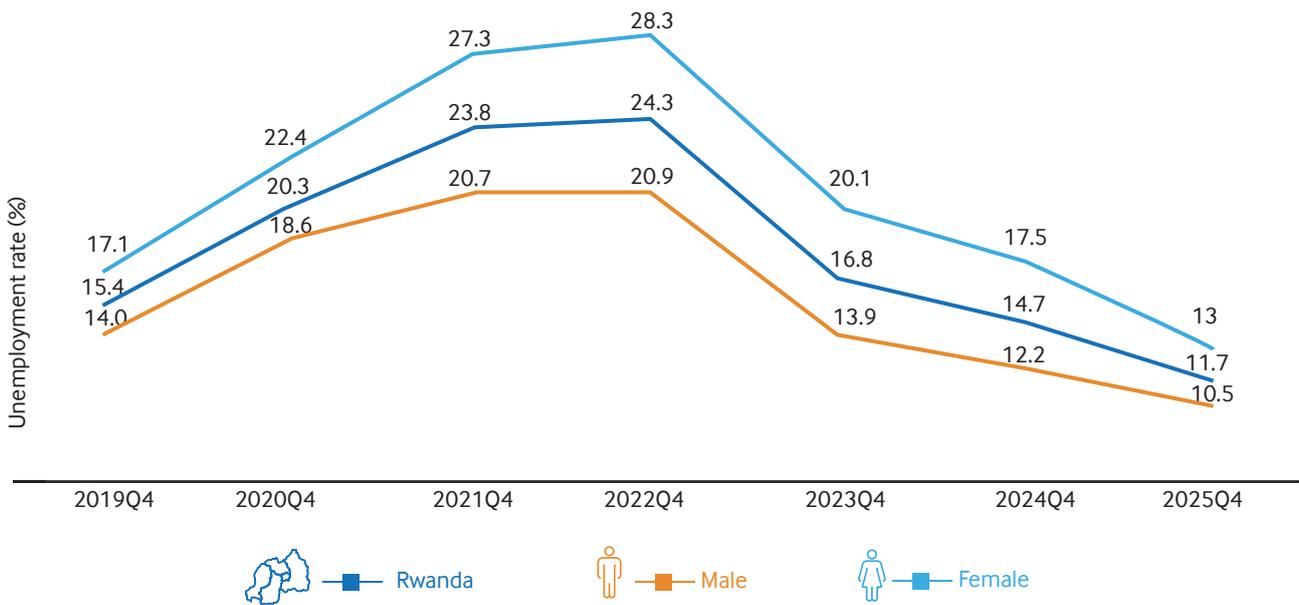
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Unemployment

In November 2025 (Q4), the unemployment rate was 11.7 % indicating roughly one unemployed person for every for every nine persons in the labour force. This rate represents 3 percentage points decrease compared to the same quarter in 2024; and remains below pre-COVID-19 estimate of 15.4 % recorded in November 2019. The unemployment rate was higher among females (13 %) compared to males (10.5 %) and youth experience a higher unemployment rate (14.1 %) compared to adults (10 %). The unemployment rate was 12 % in rural and 11 % in urban areas.

The gender gap in unemployment rate was 2.5 percentage points in November 2025 (Q4), and it decreased by 2.8 percentage points as compared to the same quarter one year back.

Figure 04: Trends in unemployment rate by sex



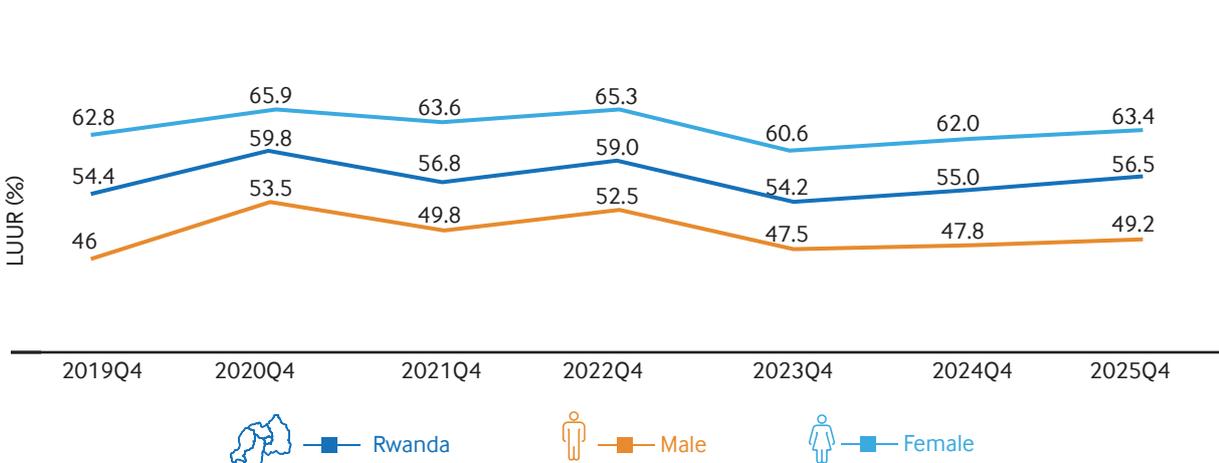
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Labour underutilisation

The unemployment rate alone does not fully reflect unmet employment needs. A more complete assessment requires consideration of other components such as time-related underemployment and potential labour force.

The labour underutilization rate stood at 56.5 % in November 2025 (Q4). It was higher among females (63.4 %) than males (49.2 %) and higher among youth (57.1 %) than adults (56.1 %). The labour underutilization rate increased by 1.5 percentage points in November 2025 (Q4) as compared to the same quarter of the previous year.

Figure 05: Trends in labour underutilization rate by sex



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



Rwanda Labour Force Indicators, November 2025 (Q4)

Working age population 16 years old and over (WAP): 8,632,032 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 **5,536,997 Persons** **64.1%**

EMPLOYED
All who worked for pay or profit
4,890,198 persons

EMPLOYMENT TO POPULATION RATIO (EPR)
56.7%

UNEMPLOYED
All not employed but seeking and available to work for pay or profit
646,799 persons

UNEMPLOYMENT RATE (UR)
11.7%

AGRICULTURE
Excluding subsistence foodstuff production

39.6%

INDUSTRY

15.5%

SERVICE

44.9%

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

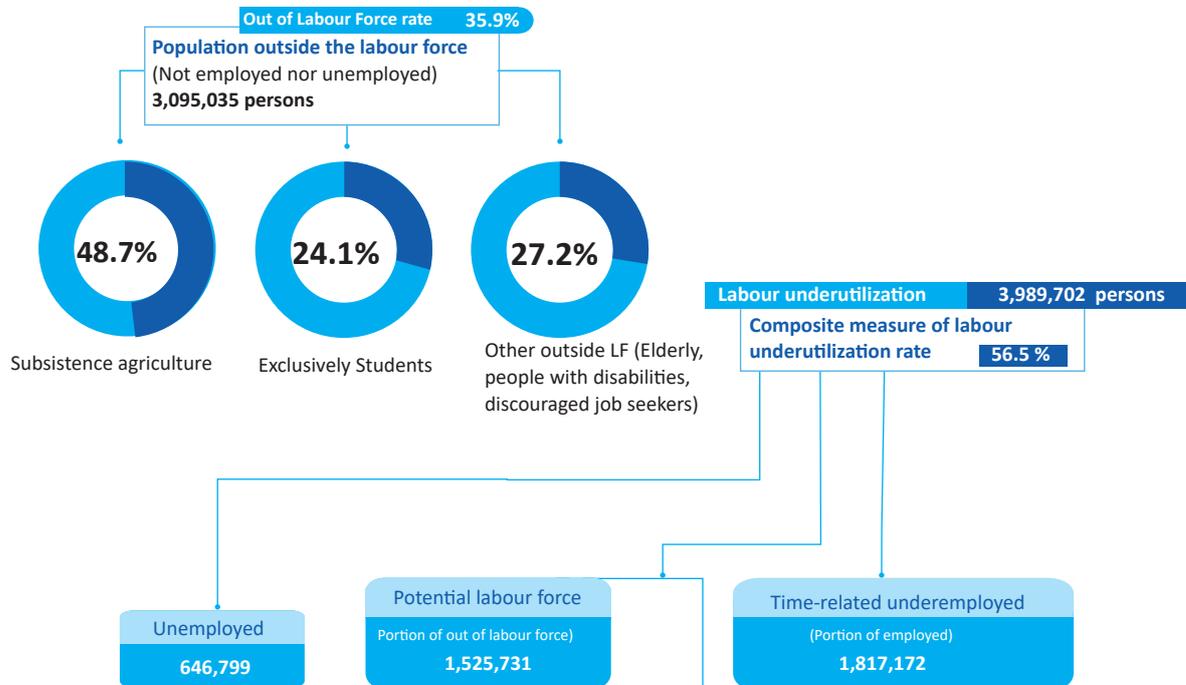
Share of unemployed but engaged in subsistence agriculture.

57.9%

Other unemployed

42.1%

OUT OF LABOUR FORCE



The Rwanda Labour Force Survey (RLFS) started in 2016 with an annual sample spread into two rounds to The Rwanda Labour Force Survey (RLFS) was established in 2016 to provide robust data for main labour market indicators. From February 2019, the sample was spread into four rounds to provide estimates of labour market indicators at national level on a quarterly basis. The main objective of the survey is to provide data on the structure and trends of labour force, employment, and unemployment as well as other related labour market statistics for the implementation and evaluation of economic and social policies related to employment creation, income generation, skills development, and related decent work policies.

In February 2024, NISR increased the sample size and update the sampling design to obtain more precise quarterly estimates at the National level and annual estimates at districts and other sub national areas. The current findings are from the fourth quarter of LFS 2025, with data collected in November 2025.

The current LFS is designed using to a two-stage stratified design with a 2-2-2 rotational scheme. In the first stage of sampling, a stratified sample of 552 census enumeration areas, referred to as primary sampling units (PSUs) are drawn from the 2022 census sampling frame. The selection is based on probabilities proportional to size measured in terms of number of households according to the latest census of population. The sample includes 36 strata composed of the 24 complete administrative districts and 6 districts subdivided into urban and rural each.

At the second stage of sampling, 12 households were selected from each of the sampled PSUs with equal probabilities. All household members in the sample are then selected for a survey interview. At the end of the data collection, the response rate was evaluated to 96.3 %, which remained stable as compared to the same quarter one year back (96.5 %). The resulting estimates of the main labour force indicators at the national level have the standard errors of about 0.5 percent.

The focus of the present report is the analysis of trends of employment and labour underutilization. This includes unemployment at the national level by selected demographic and socioeconomic characteristics such as sex, age group, and educational attainment. This report compares the results of November 2025 (Q4) labour force survey with those of November 2024 (Q4). However, in some sections, the tables or figures are presented with the additional time series of results of the same quarters from November 2019 to November 2025. The excel file including the full quarterly 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 seven 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 and Work in agriculture

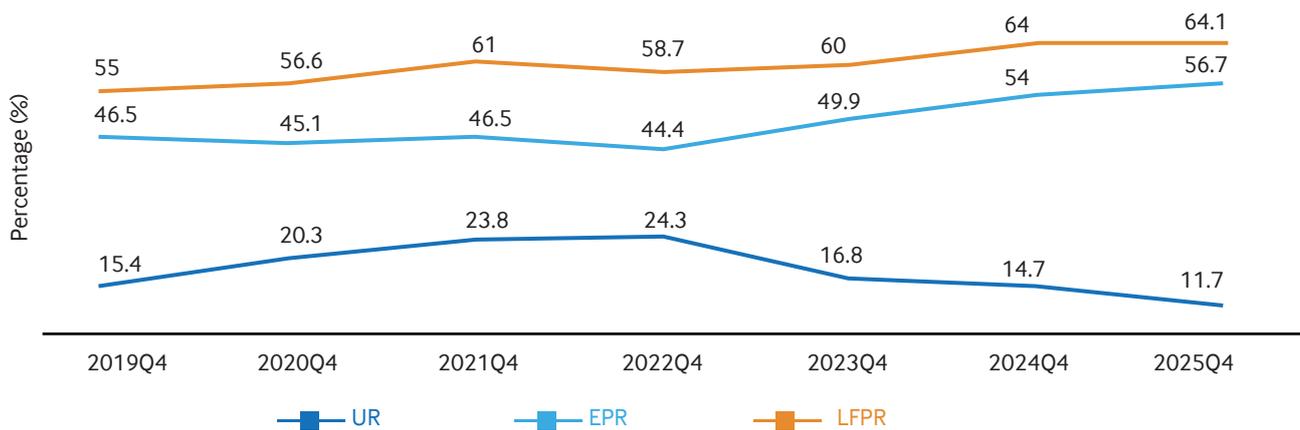
2.1 Labour force participation rate, employment to population ratio and unemployment rate

Figure 2.1 illustrates the trends of some key labour market indicators. In November 2025 (Q4), the unemployment rate declined to 11.7 % from 14.7% observed in November 2024 (Q4).

An analysis of employment trends shows that in November 2025 (Q4), the employment-to-population ratio increased by 2.1 percentage points as compared to November 2024 (Q4) and the labour force participation rate remained steady in the same period.

It is important to note that the level of labour force participation and employment in November 2025 (Q4), exceeded pre-COVID-19 levels and the registered rate of unemployment in November 2025 (Q4) was significantly lower.

Figure 2. 1. Trend Labour force participation rate, employment to population ratio and unemployment rate

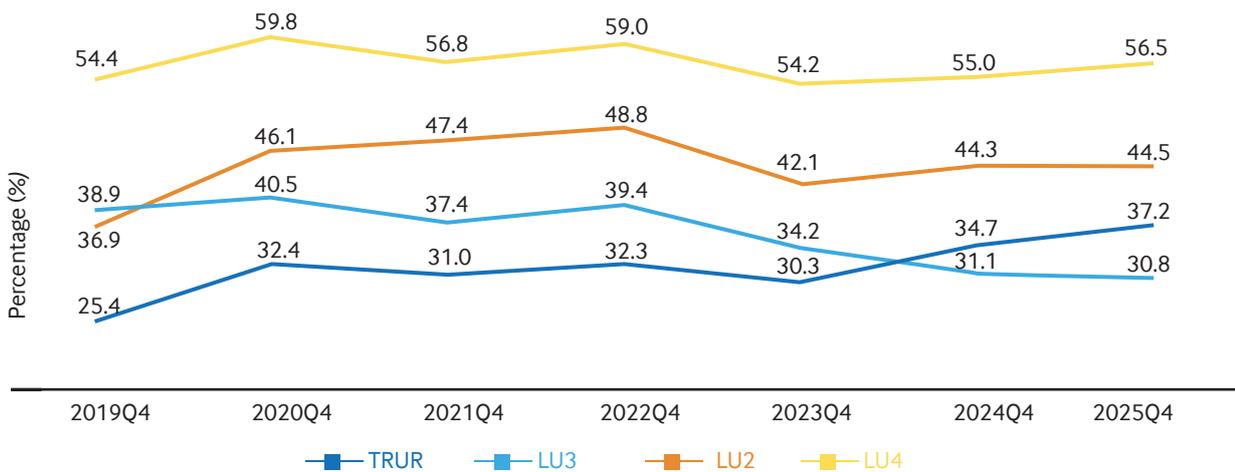


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

2.2 Trend of labour Underutilization

The comparison of November 2025 (Q4) with the same quarter of the previous year shows that time-related underemployment (TRUR) and LU4 increased by 2.5, and 1.5 percentage points respectively, while LU2 and LU3 remained almost stable. This indicates that although the labour market has recovered in terms of employment, there are still challenges in addressing labour underutilization, especially in terms of time-related underemployment.

Figure 2. 2 Trends of labour underutilization



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

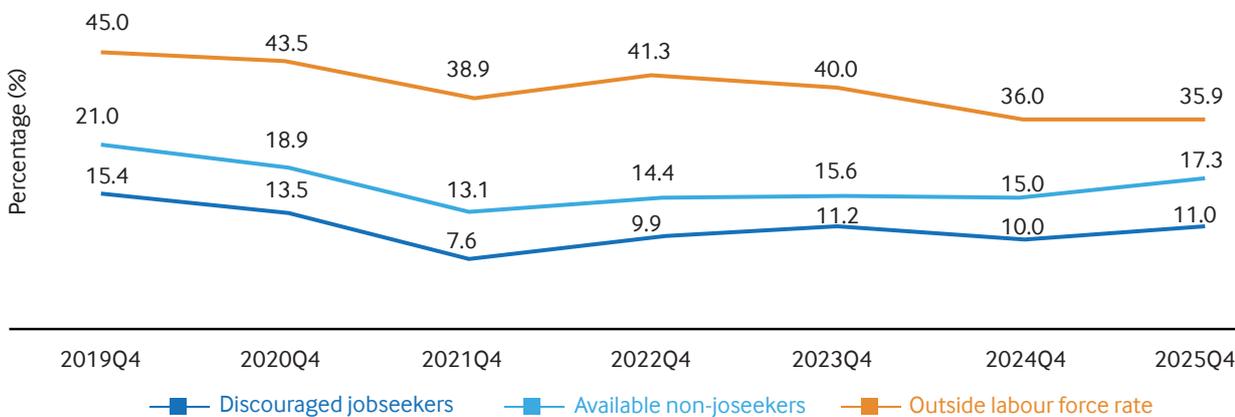
2.3. Rate of population outside the labour force

Figure 2.3 presents trends in rates of population outside the labour force, disaggregated by category. The results show that the rate of population outside labour force in November 2025 (Q4) remained almost stable as compared to the estimated value for the same quarter one year back (November 2024).

Among the components of the population outside the labour force, available non-job seekers constitute a substantial category in Rwanda. More people in this category are primarily subsistence farmers. In November 2025 (Q4), the proportion of the working age population in this category remained stable compared to the estimate of the same quarter in the previous year (November 2024).

An important sub-category within available non-job seekers is 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, required qualifications matching the person’s skills, lack of job opportunities in the area, being considered too young or too old by prospective employers. In November 2025 (Q4), the proportion of discouraged jobseekers within the working age population increased by 1 percentage point compared to the same quarter one year back (November 2024).

Figure 2. 3 Trends of outside labour force rate and potential labour force



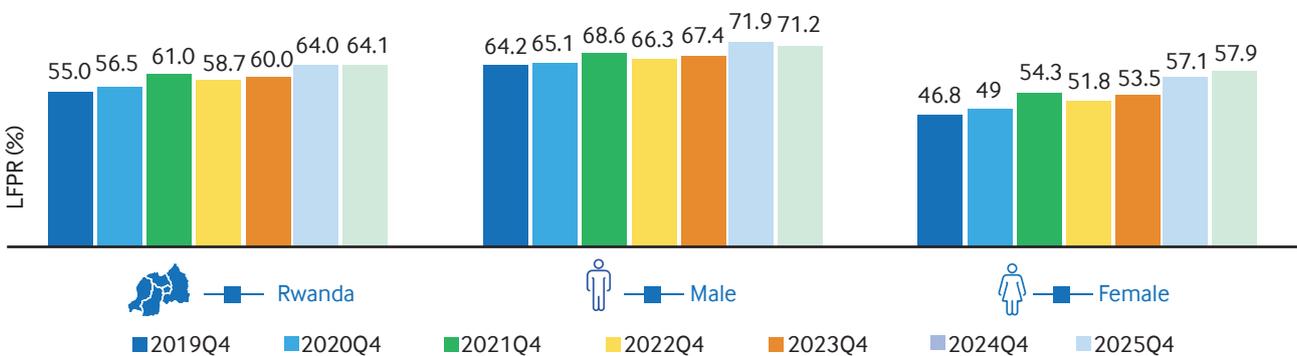
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

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, remained constant in November 2025 (Q4) as compared to November 2024(Q4). The rate also remained constant among females and males in the same period. Results also shows that labour force participation rate continued to higher among males compared to females over time. In this period, the gender gap in labour force participation rate was 13.2 percentage points and it remained stable as compared to the same quarter one year back.

Figure 3. 1 Labour force participation rate by sex

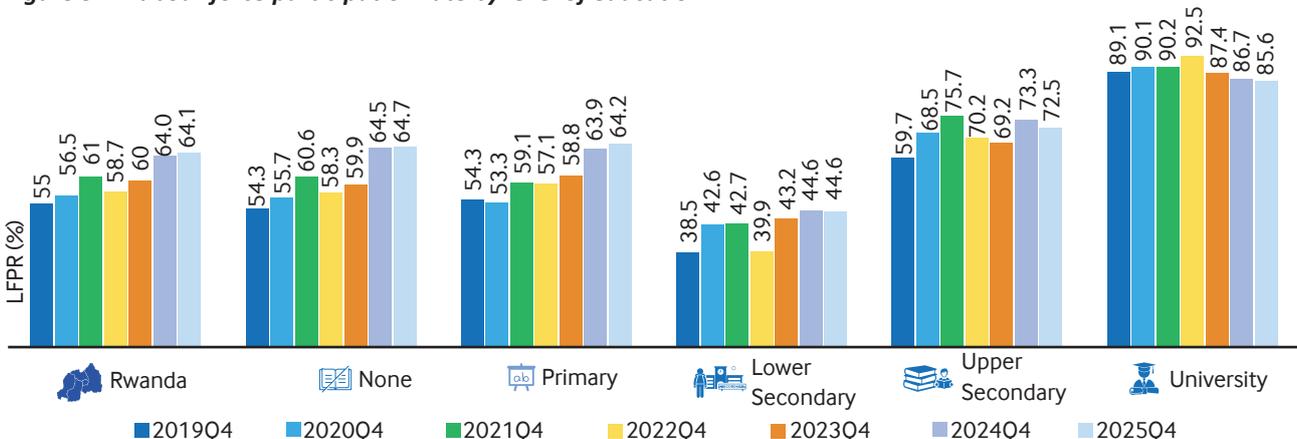


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.2 Labour force participation by education

The labour force participation rate by educational attainment shows that it was higher among those with relatively higher levels of education compared to those with lower levels of education over time. A comparison of November 2025 (Q4) with November 2024 (Q4) shows that the labour force participation rate remained stable across all levels of education except the decrease of 1.1 percentage points among those with university level of education.

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



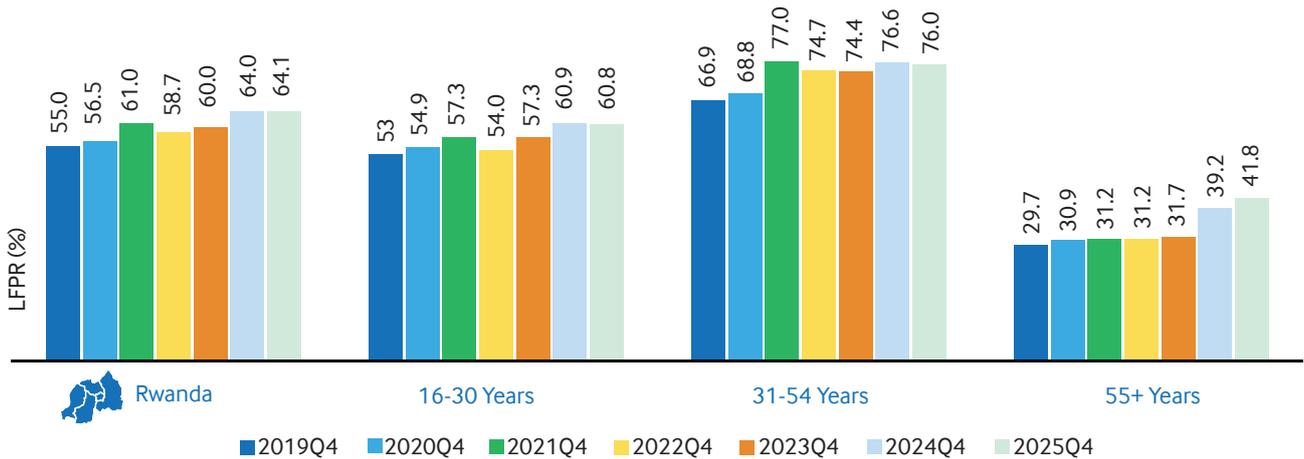
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.3 Labour force participation by age group

In November 2025 (Q4), the labour force participation rate among youth aged 16 to 30 years old was 60.8%. It remained stable as compared to the same quarter one year back (November 2024), and it remained also stable among people aged 31 to 54 years old. The results also revealed an increase of 2.6 percentage points among those aged 55 years old 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



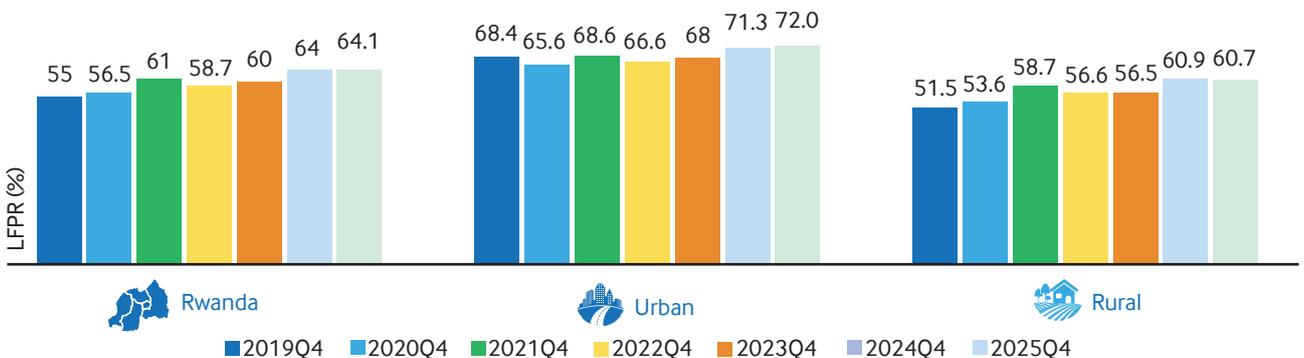
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.4 Labour force participation by area of residence

Labour force participation rate by area of residence (urban and rural) was higher in urban areas compared to rural areas. This disparity may be attributed to the diversity of job opportunities available in urban areas as compared to rural areas and 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 remained stable in November 2025 (Q4) compared with same quarter one year back November 2024 (Q4).

The comparison of November 2025 (Q4) and November 2024 (Q4) reveals that the labour force participation rate remained stable in rural and urban areas.

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



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

Characteristics of employed population

The 19th International Conference of Labour Statisticians (ICLS), held in 2013, through its resolution on statistics of work, employment, and labour underutilization, classifies persons of working age as employed if, during a short reference period of seven days or one week,

1. They did some work (even for just one hour) for profit or pay, in cash or in kind.
2. They were attached to a job or had an enterprise from which they were 'temporarily' absent during this period.

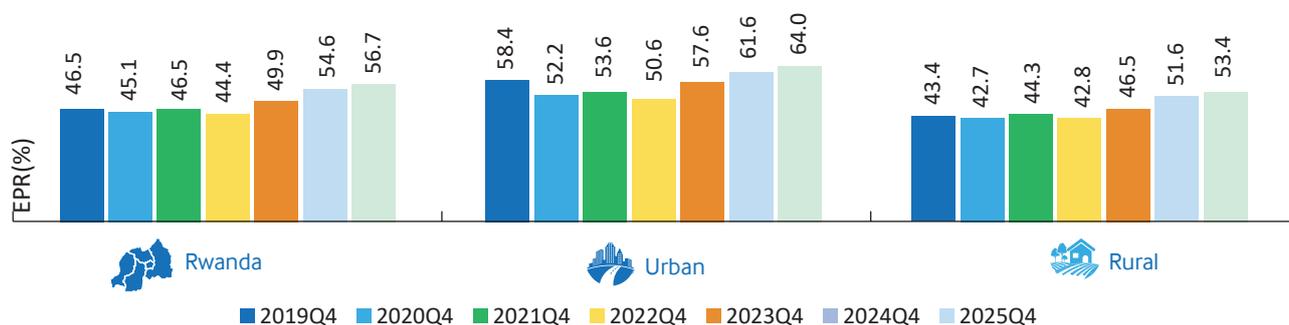
4.1 Employment to population ratio (EPR)

Aggregate employment generally increases with growing population. Therefore, the Employment to Population Ratio (EPR) serves as an indicator of how well the economy is creating income-generating jobs for persons working age (16 years and above). It reflects the demand for labour in the economy, in terms of the number of workers.

An increase in the employment-to population ratio is often regarded as a sign of economic acceleration while a rise in total employment is considered as an indicator of economic stability. In November 2025, the Employment-to-population ratio was 56.7 % which is 2.1 percentage points higher than the observed rate in November 2024. The employment to population ratio increased by 2.4 percentage points in urban areas and by 1.8 percentage point in rural areas in the same period.

It is observed that the employment-to-population ratio is generally higher in urban areas as compared to rural areas across all rounds of the labour force survey. The gap between the employment-to-population ratio in urban and rural areas remained significant in November 2025 (Q4) (10.6 percentage points), from 10 percentage points observed in November 2024 (Q4).

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

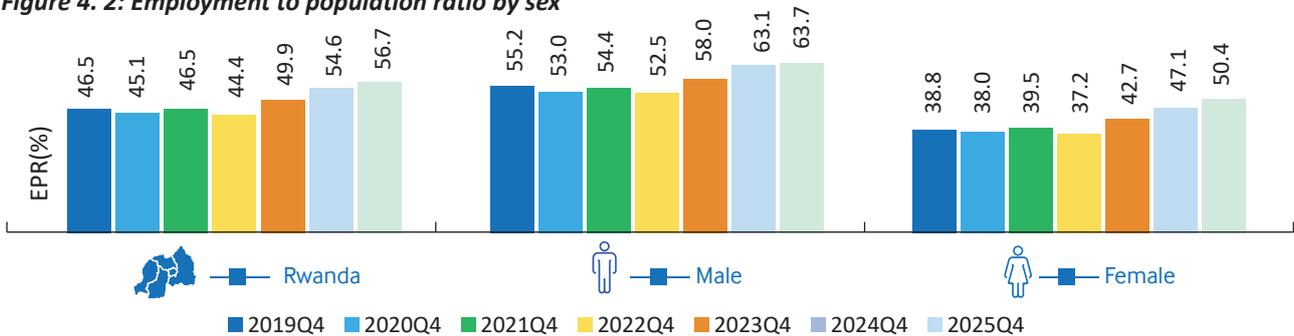


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 4.2 shows the trend in the employment-to-population ratio disaggregated by gender, revealing a persistent gap between the employment-to-population ratio of males and females. In November 2025 (Q4) the employment-to-population ratio remained stable among males while it increased by 3.3 percentage points among females as compared to November 2024 (Q4).

The gender gap in employment to population ratio in November 2025 (Q4), remained significant (13.3 percentage points), but it decreased by 2.7 percentage points as compared to the same quarter in the previous year (16 percentage points).

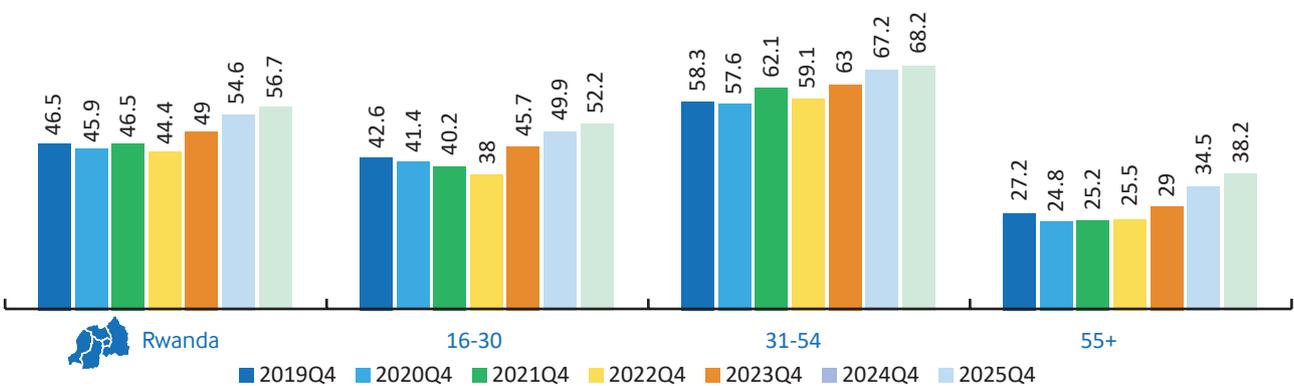
Figure 4. 2: Employment to population ratio by sex



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

Figure 4.3 below shows the trend in the employment-to-population ratio by different age groups. There is a high gap between the employment-to-population ratio of youth and adults aged 31-54 years old over time. Comparing November 2025 (Q4) and November 2024(Q4), the employment-to-population ratio increased by 2.3 percentage points among youth, 1 percentage point among adults in age group 31-54 and by 3.7 percentage points among population aged 55 years and above. The employment to population ratio in this group is relatively lower compared to the other age groups presented in the figure below, as some of the people in this age group are retiring.

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



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

4.2 Status in employment

Since the launch of the Rwanda Labour Force Survey in 2016, status in employment has been reported using International Classification of Status in Employment (ICSE-93), which was adopted by the 15th International Conference of Labour Statisticians (ICLS) in January 1993. However, starting in February 2025, Rwanda through National Institute of Statistics of Rwanda (NISR) adopted the updated international classification of status in employment (ICSE-18) which replaced the old one (ICSE-93).

The main changes compared to ICSE-93 are summarized as follows:

ICSE-18 comprises 10 categories of status in employment compared to the 5 categories in ICSE-93, to provide a more detailed and meaningful classification reflecting working relationships in the labour market. These 10 categories can be organized by the type of authority the worker is able to exercise or by the type of economic risk the worker is exposed to, as illustrated in the table below:

ICSE-18	ICSE-93
Independent workers	Self-employment jobs
Employers <ul style="list-style-type: none"> Employers in Corporations Employers in household market enterprises 	Employers
Independent workers without employees <ul style="list-style-type: none"> Owner-operators of corporations without employees Own-account workers in household market enterprises without employees 	Own-account workers
	Contributing family workers
	Members of producer cooperatives
Dependent workers	Paid employment Jobs
Dependent contractors	
Employees <ul style="list-style-type: none"> Permanent employees Fixed term employees Short-term and casual employees Paid apprentices 	Employees

ICSE-18 introduces dependent contractors as a new employment category and no longer treats members of producer cooperatives as a distinct group. Dependent contractors occupy an intermediate position between employees and the self-employed, reflecting limited independence and economic dependence. The LFS produces status-in-employment statistics under both ICSE-93 and ICSE-18 to assess the impact of this change on employment distribution.

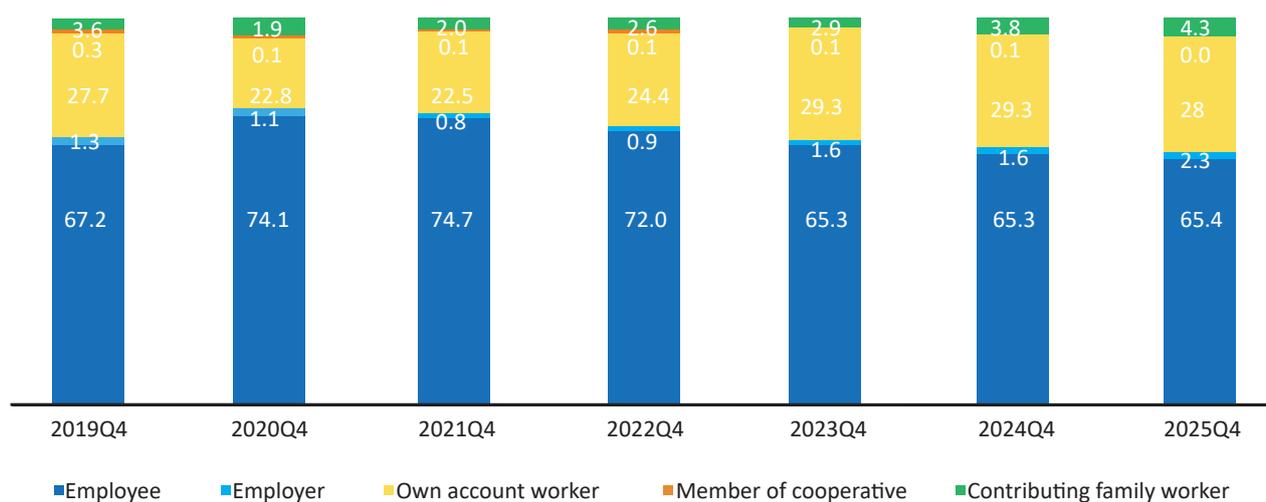
The results in Table 4.1 below present the distribution of employed population (,000) by status in employment according to ICSE-93. In November 2025 (Q4) the number of employed populations increased by 6.6 % as compared to November 2024 (Q4). It is observed that the category of employees and paid apprentices recorded the highest share of employment across all rounds of the labour force survey followed by own-account workers and contributing family workers. In November 2025 (Q4), the number of employees and paid apprentices increased by 6.8 % as compared to November 2024 (Q4). The number of own account worker (without regular employees) increased by 1.9 % while the number of contributing family workers increased by 20.5 %.

Table 4. 1: Distribution of employed population (,000) by status in employment as per ICSE-93

Status in employment	2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4	% change
								2024Q4-2025Q4
Total	3,406	3,408	3,633	3,571	4,075	4,585	4,890	6.6
Employee	2,289	2,525	2,714	2,571	2,830	2,994	3,198	6.8
Employer	42	38	28	31	51	73	112	53.1
Own account worker	942	776	816	871	1,074	1,341	1,367	1.9
Member of cooperative	11	2	2	5	3	2	2	30.8
Contributing family worker	122	66	73	93	116	175	211	20.5

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

Figure 4.4 reveals that the share of employees and paid apprentices in November 2025(Q4) was 65.4 % while it was 28 % for own account workers. Compared with November 2024 (Q4), the share of own account workers decreased by 1.3 percentage points while the share remained stable within other employment categories.

Figure 4. 4: Distribution of employed population (%) by status in employment as per ICSE-93

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

Table 4.2 presents the number and percentage distribution of employed persons by status in employment, sex and residence area according to ICSE-18. The data indicated that as of November 2025 (Q4), employees accounted for the largest share at 59.3 % followed by independent worker without employees (26.2 %), Dependent contractors (9.2 %), Contributing family workers (2.9 %) and employers (2.4%).

Employees remained the largest employment category across all groups, accounting for 59.7 % among males, 58.9 % among females, 58.3 % in urban areas and 59.8 % in rural areas. The next category is independent worker without employees, comprising of 25.4% among males, 27.1 % among females, 26.4 % in urban and 26 % in rural areas. Dependent contractors ranked third, with 10.5% among males and 7.7 % among females as well as 9.2 % in urban and 9.3 % in rural areas.

It is important to note that most of dependent contractors came from the employee's category, as the proportion of employees according to the new classification is 6.1 percentage points lower than the estimate according to the former classification.

Table 4. 2: Number and percentage distribution of employed persons by status in employment (ICSE-18), Sex and Residence area.

Status in employment (ICSE-18)	Number					%				
	Total	Male	Female	Urban	Rural	Total	Male	Female	Urban	Rural
Total	4,890,198	2,588,346	2,301,853	1,685,817	3,204,382	100	100	100	100	100
Employers	119,443	72,454	46,989	63,401	56,042	2.4	2.8	2	3.8	1.8
Independent worker without employees	1,279,146	656,350	622,796	445,621	833,526	26.2	25.4	27.1	26.4	26
Dependent contractors	451,181	272,905	178,276	154,503	296,679	9.2	10.5	7.7	9.2	9.3
Employees	2,899,360	1,544,260	1,355,100	982,528	1,916,832	59.3	59.7	58.9	58.3	59.8
Contributing family workers	141,068	423,773	98,690	39,765	101,303	2.9	1.6	4.3	2.4	3.2

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS-2025-Q4)

4.3 Main occupation

Table 4.3 shows that the results indicate that in November 2025 (Q4) the group of elementary occupations recorded the highest share of employment, followed by service and sales workers. The total employment increased by 6.6 %, and almost all occupational groups increased compared to November 2024 (Q4) except the group of skilled agricultural, forestry and fishery decreased by 12.2 %. Among the occupations with at least 5% of total employment, the highest increase was observed in plant and machine operators and (34.6%), Service and sales workers (17.1%).

Table 4. 3: Distribution of employed population (,000) by occupations

Major Occupation group	2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4	%change
								2024Q4-2025Q4
Total	3,406	3,408	3,633	3,571	4,075	4,585	4,890	6.6%
Managers	47	57	31	41	58	47	54	14.3%
Professionals	196	199	239	250	297	278	313	12.7%
Technicians and associate professionals	53	47	58	35	45	77	80	3.5%
Clerical support workers	33	28	40	28	37	42	55	32.8%
Service and sales workers	720	534	509	513	717	848	993	17.1%
Skilled agricultural, forestry and fishery workers	201	150	138	173	268	374	328	-12.2%
Craft and related trades workers	268	254	278	291	291	386	406	5.0%
Plant and machine operators and assemblers	108	87	87	103	105	133	178	34.6%
Elementary occupations	1,779	2,053	2,254	2,136	2,258	2,401	2,483	3.4%

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

4.4 Main Economic activity

Table 4.4 shows that the large number of employed populations were engaged in agriculture, forestry, and fishing (39.6%) in November 2025 (Q4). Other sectors that employed a substantial number of populations were wholesale and retail trade, repair of motor vehicles and motorcycles (15.2%), construction (8.1%), transportation and storage (7.6%), manufacturing (5.3 %), education (4.5 %), accommodation and food services activities (4%).

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

ISIC High level	2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4
Agriculture forestry and fishing	37.1	43.1	46.9	45.3	46.2	41.1	39.6
Mining and quarrying	1.5	1.6	0.9	1.8	1.5	1.6	1.7
Manufacturing	6.2	4.4	4.5	4.8	5.2	5.6	5.3
Electricity gas steam and air conditioning supply	0.4	0.1	0.2	0.1	0.1	0.2	0.1
Water supply, gas, and remediation services	0.2	0.1	0.2	0.2	0.1	0.2	0.3
Construction	8.9	13.3	11.3	9.8	7.5	8.7	8.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	15.7	11.6	10.4	10.6	12.1	14.5	15.2
Transportational and storage	0.9	0.7	0.6	0.8	4.9	6.8	7.6
Accommodation and food services activities	3.2	2.2	2.0	2.6	3.5	3.0	4.0
Information and communication	0.5	0.4	0.3	0.1	0.2	0.4	0.5
Financial and insurance activities	1.0	1.0	0.9	0.7	1.1	0.8	1.0
Real estate activities	0.1	0.0	0.1	0.1	0.1	0.2	0.2
Professional, scientific, and technical activities	0.9	0.7	0.6	0.8	0.8	0.7	0.8
Administrative and support activities	2.2	2.2	1.3	1.9	1.7	2.5	2.2
Public administration and defense; compulsory social security	2.2	1.6	2.1	1.6	1.6	1.8	1.8
Education	3.6	3.2	4.3	5.0	4.7	4.2	4.5
Human health and social work activities	1.2	1.6	1.6	1.4	1.4	1.2	0.9
Arts, entertainment, and recreation	0.3	0.3	0.3	0.1	0.3	0.2	0.3
Other services	2.2	3.0	2.8	3.0	2.6	2.9	2.8
Activities of households as employers	6.2	4.7	4.3	4.0	4.4	3.6	3.4
Activities of extraterritorial organizations and bodies	0.6	0.2	0.0	0.1	0.1	0.1	0.1

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

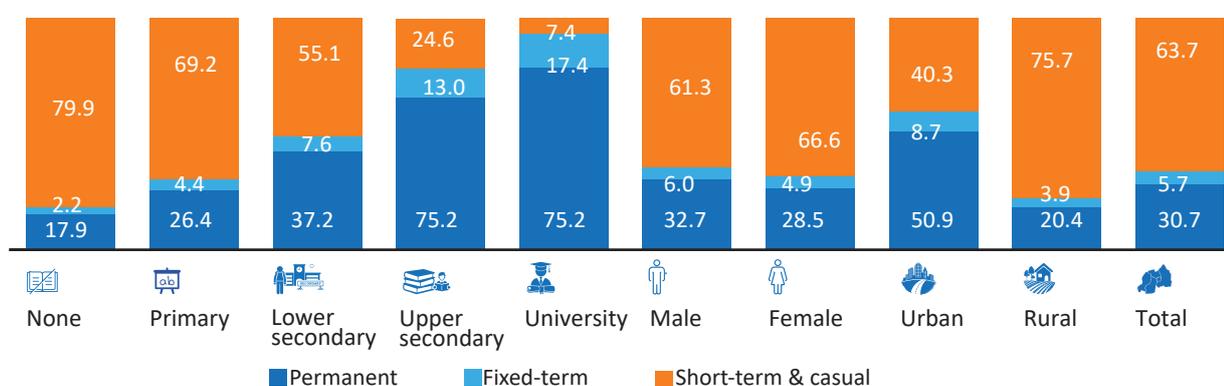
Table 4.5 reveals that in November 2025 (Q4), 15 branches of economic activity increased as compared to November 2024 (Q4). The increase among the economic activities with at least 5 percentage of the total employment was observed in agriculture forestry and fishing (2.9 %), wholesale and retail trade; repair of motor vehicles and motorcycles (11.7 %), transportation and storage (19.9%).

Table 4. 5: Distribution of employed population by economic activities (,000)

ISIC High level	2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4	%change
								2024Q4-2025Q4
Agriculture forestry and fishing	1,265	1,470	1,705	1,617	1,884	1,883	1,937	2.9
Mining and quarrying	52	54	33	65	62	73	83	14.4
Manufacturing	211	149	163	172	210	259	258	-0.4
Electricity gas steam and air conditioning supply	13	5	7	5	5	7	5	-33.1
Water supply, gas, and remediation services	7	4	7	6	2	8	13	61.4
Construction	304	454	409	350	304	399	397	-0.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	534	395	379	377	491	663	741	11.7
Transportational and storage	199	157	183	210	201	310	371	19.9
Accommodation and food services activities	107	76	72	94	142	137	195	42.2
Information and communication	17	13	10	4	8	17	22	30.6
Financial and insurance activities	34	35	34	26	44	38	47	25.3
Real estate activities	5	1	2	5	5	9	10	13.5
Professional, scientific, and technical activities	30	23	20	27	32	30	37	22.3
Administrative and support activities	74	73	47	69	70	114	110	-3.5
Public administration and defense; compulsory social security	75	56	77	56	65	84	86	2.5
Education	124	109	158	179	190	191	219	14.5
Human health and social work activities	42	53	59	51	59	54	43	-19.1
Arts, entertainment, and recreation	8	12	10	5	10	8	13	55.0
Other services	76	104	102	105	106	133	137	3.0
Activities of households as employers	211	161	158	144	178	166	164	-1.7
Activities of extraterritorial organizations and bodies	20	5	1	4	5	3	3	8.1

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

The figure 4.5 below shows that in November 2025 (Q4), 63.7 % of employees had short term or casual contract. This phenomenon is higher in rural areas (75.7 %) than urban areas of Rwanda (40.3 %). The results shows that females had more short term or casual contract (66.6 %) than males (61.3 %). It was also observed that the proportion of employees who have short term or casual contract decreases as the level of education gets higher.

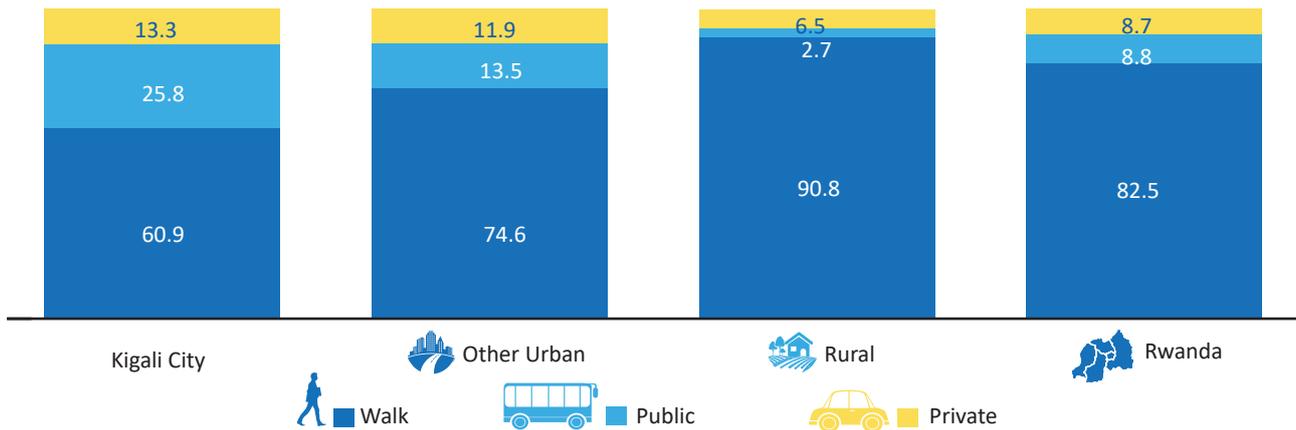
Figure 4.5: Length of employment contract (Only for the current quarter) by sex, area of residence and level of education attained.

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

4.5 Means of transport by areas of residence.

Figure 4.6 presents the means of transport used by employed persons for commuting to and from work. Results from November 2025 (Q4) indicate that the vast majority (82.5%) of employed persons commute on foot, while 8.8% use public transport and 8.7% use private transport. The use of public transport is notably higher in Kigali City, where 25.8% of employed persons rely on it for commuting, compared with 13.5% in other urban areas and only 2.7% in rural areas outside Kigali.

Figure 4. 6: Means of transport for employed people by province

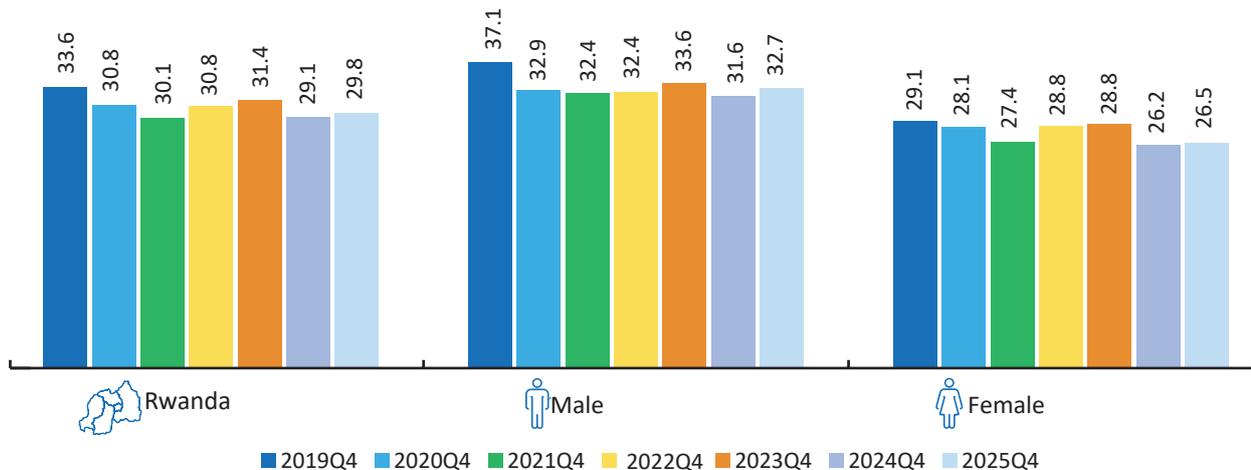


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

4.6 Actual hours worked.

Figure 4.7 below shows the average number of hours worked in the reference week. It is observed that the actual worked hours in November 2025 (Q4) increased by 42 minutes as compared to November 2024 (Q4). There was also an increase in working hours of 1 hour and 6 minutes among males and 18 minutes among females. Additionally, employed males worked around 6.2 hours more than the employed females weekly.

Figure 4.7: Average actual hours worked.



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

Unemployment and Labour Underutilization

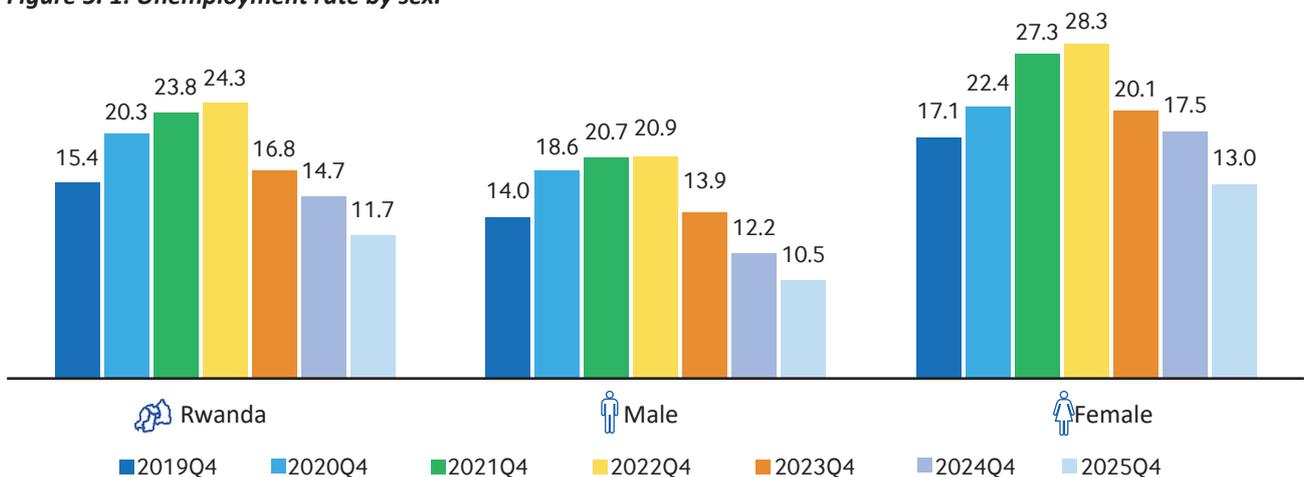
Unemployment is a particular form of labour underutilization reflecting the pressure on the labour market. It is measured in terms of number of persons without employment, actively seeking and available for employment. Labour underutilization refers to mismatch between labour supply and demand resulting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

5.1 Unemployment rate

The unemployment rate is defined as the ratio of the number of unemployed persons to the labour force. It is the most widely used indicator of the labour market and sometimes viewed in a general sense as an indicator of overall economic health, beyond just the labour market. According to the LFS results of November 2025 (Q4), the unemployment rate in Rwanda was 11.7 % and it decreased compared to 14.7 % observed in November 2024 (Q4).

Figure 5.1 below shows that the unemployment rate was higher among female (13.0 %) compared to male (10.5 %) in November 2025 (Q4). The unemployment rate decreased by 1.7 percentage points among males and 4.5 percentage points among female in comparison with observed estimates in November 2024 (Q4).

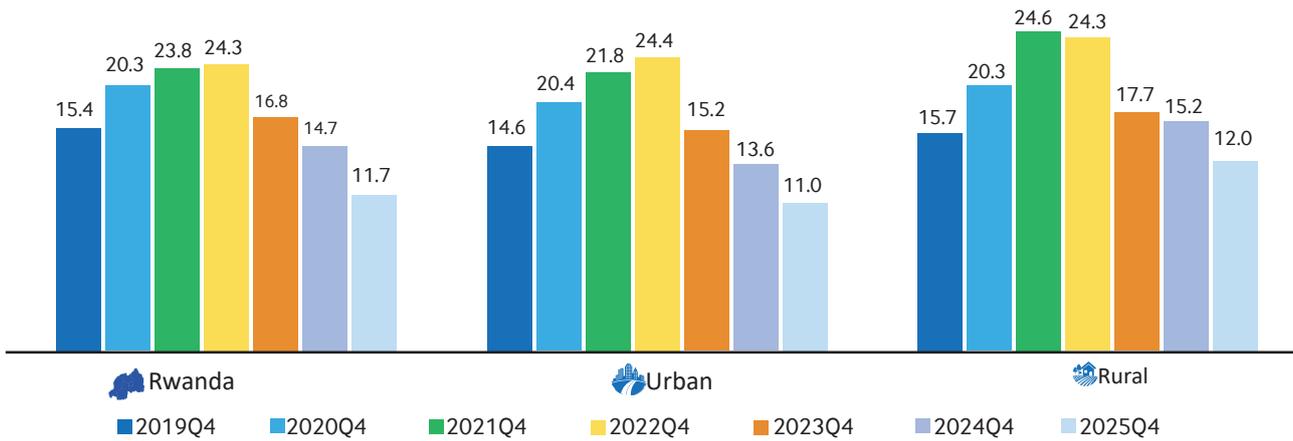
Figure 5. 1: Unemployment rate by sex.



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

Figure 5.2 shows that in November 2025, the unemployment rate was higher among the population living in rural areas as compared to those living in urban areas of Rwanda (12.0 % and 11.0 % respectively). The comparison between the current quarter with the same quarter in 2024 shows that the unemployment rate decreased by 3.2 percentage points among population living in rural areas and by 2.6 percentage points among population living in the urban areas of Rwanda.

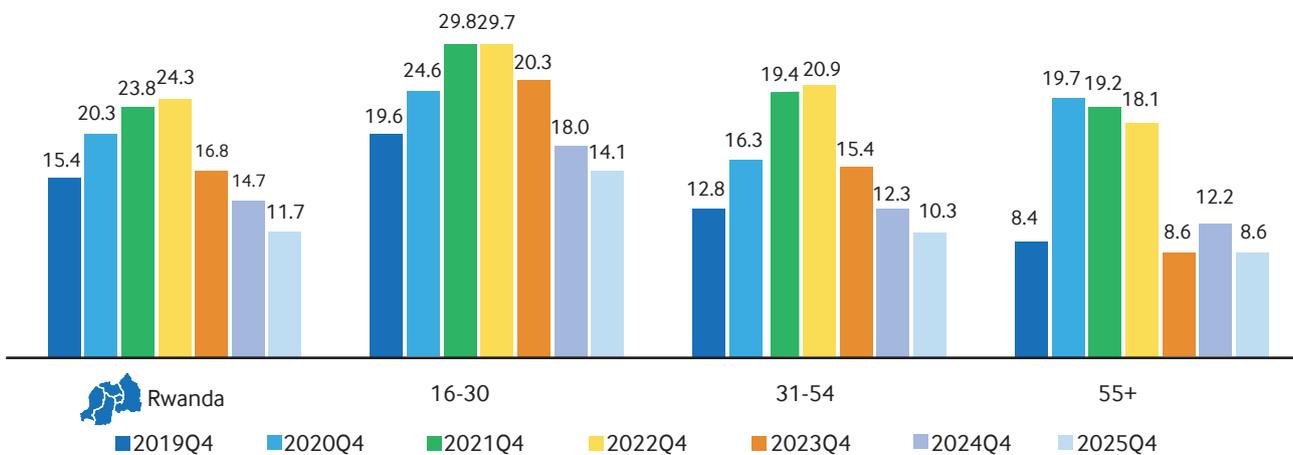
Figure 5.2: Unemployment rate by area of residence.



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

Figure 5.3 shows the trend of the unemployment rate by different age groups. In Rwanda, the youth population is defined as persons with 16 to 30 years of age. The results show that unemployment rate among youth has been relatively higher than the adult unemployment rate over time. A comparison of the current survey results and those obtained one-year back shows that the unemployment rate decreased by 3.9 percentage points among youth population, 2.0 percentage points among those 31-54 years, and 3.6 percentage points among adults aged 55 years and above.

Figure 5.3: Unemployment rate among youth and Adult



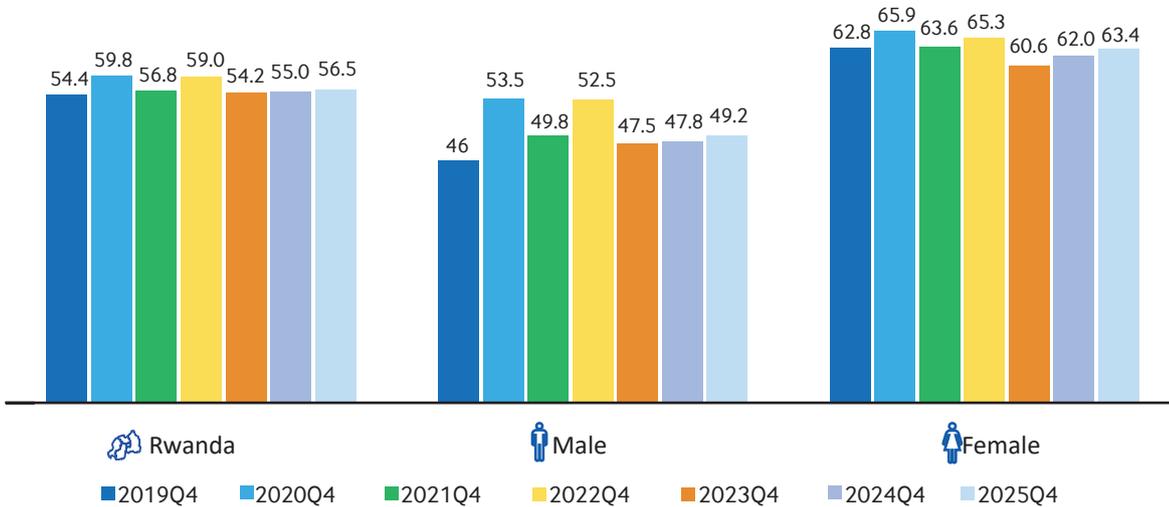
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

5.2. Labour Underutilization

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

The results presented in figure 5.4 illustrate that the composite measure of labour underutilization rate was 56.5 % in November 2025 (Q4), and it decreased by 1.5 percentage points compared to November 2024 (Q4) results. The labour underutilization rate was higher among females (63.4 %) than among males (49.2 %). It decreased by 1.4 percentage point among both males and females from November 2024 (Q4) to November 2025 (Q4).

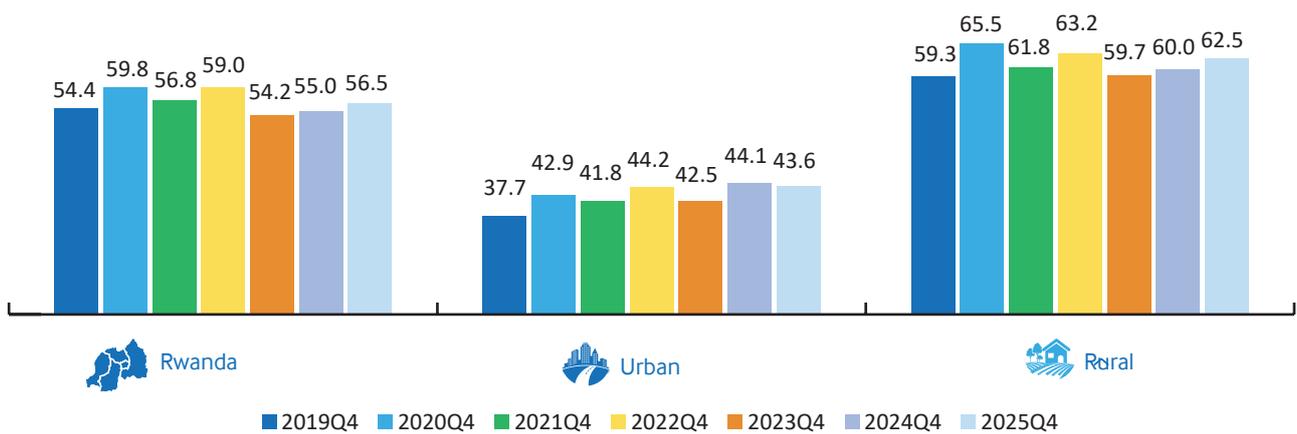
Figure 5. 4: Labour under-utilization rate by sex



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

The results presented in figure 5.5 illustrate that the labour underutilization rate was higher among the population living in rural areas than those living in urban areas of Rwanda. The comparison of November 2025 (Q4) and November 2024 (Q4) reveals that the labour underutilization remained almost stable in urban areas and decreased by 2.5 percentage points among the population living in rural areas.

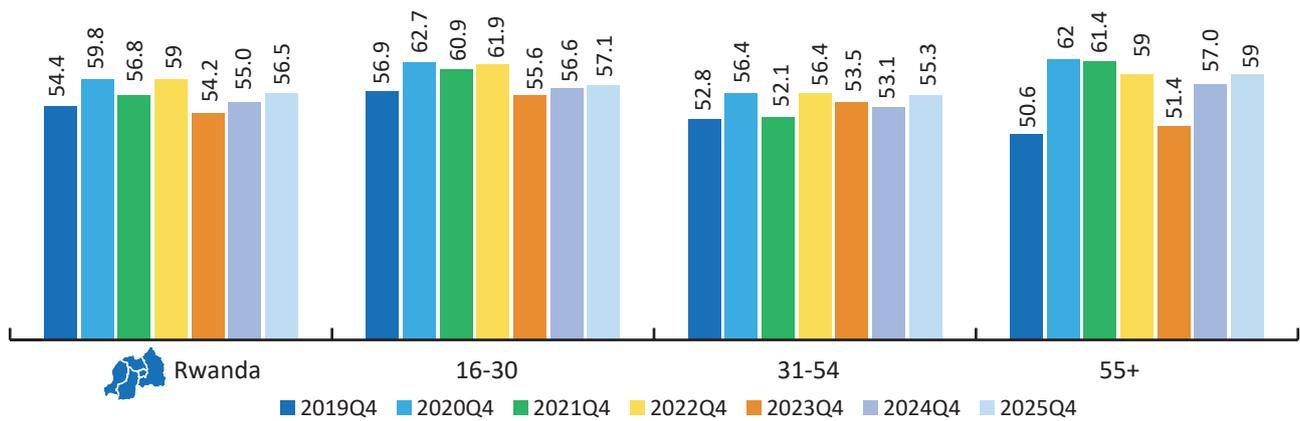
Figure 5. 5: Labour under-utilization rate by area of residence.



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

Figure 5.6 presents the results of the labour underutilization rate by age group. It was observed that in November 2025 (Q4) the labour underutilization rate remained stable among youth while it increased by 2.2 and 2 percentage points among the people aged 31-54 years old and those aged 55 years and above respectively.

Figure 5.6: Trend in labour underutilization rate by Youth and Adult.

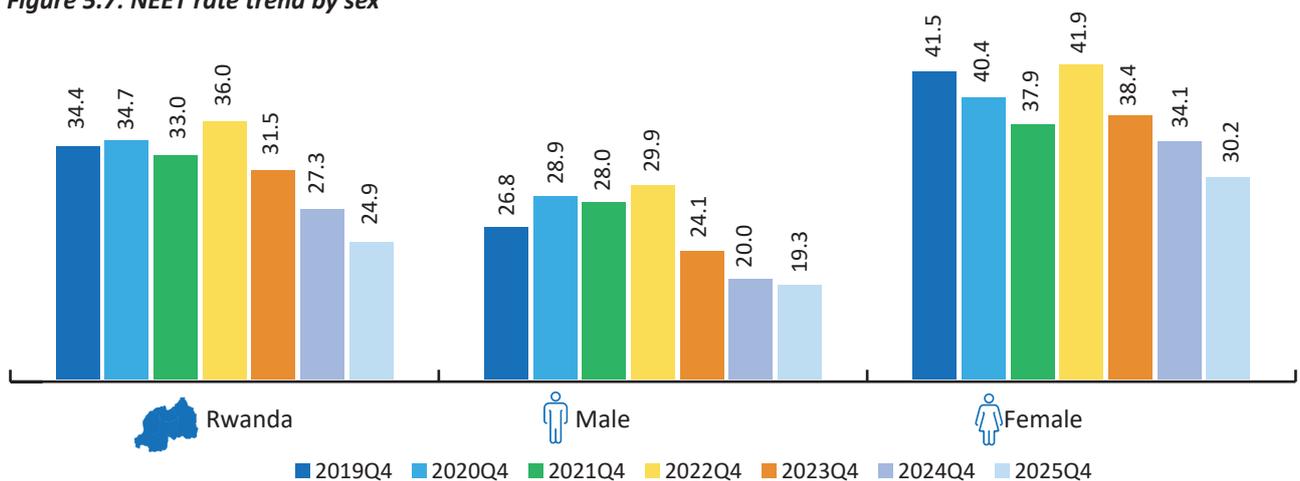


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

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

Participation in employment, education or training is important for youth in their transition to the labour market and helps in the achievement of self-sufficiency. In November 2025 (Q4), the full count of the young population aged 16-30 years, who were neither in employment nor in education or training was estimated to 927,568 persons. The share of youth (16-30 years) neither in employment nor in education or training (NEET) was 24.9 % in November 2025 (Q4), with a higher rate among females (30.2 %) than males (19.3 %). Comparing the current NEET rate with the results of the same quarter one year earlier, the NEET rate decreased by 2.4 percentage points at the national level while it remained stable among males and decreased by 3.9 percentage points among the female populations.

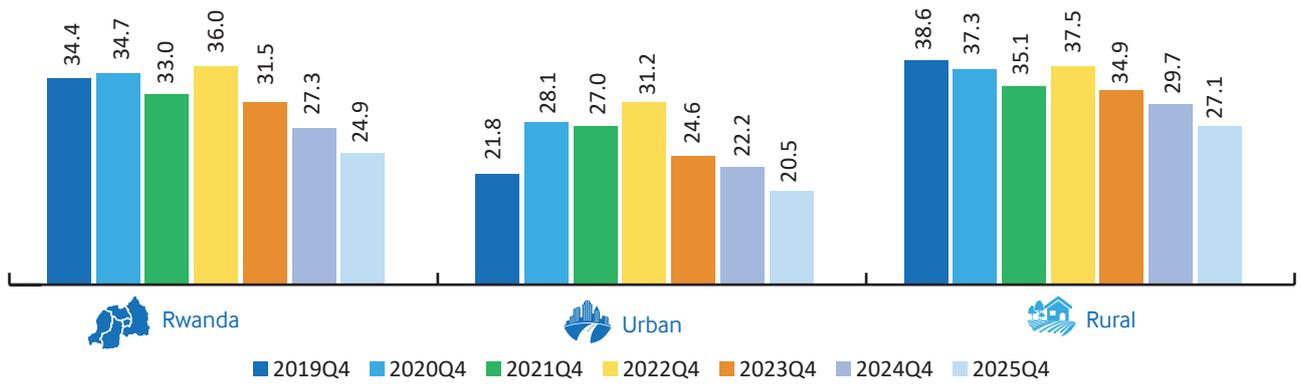
Figure 5.7: NEET rate trend by sex



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

Regarding the area of residence, the NEET rate was higher in rural areas (27.1 %) than in urban areas (20.5 %) in November 2025(Q4). The comparison of November 2025(Q4) and the same quarter one year back shows that among the youth population living in urban areas, NEET rate decreased by 1.7 percentage points and 2.6 percentage points among youth population living in rural areas.

Figure 5.8: NEET rate trend by area of residence



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

6 Population outside the Labour Force

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

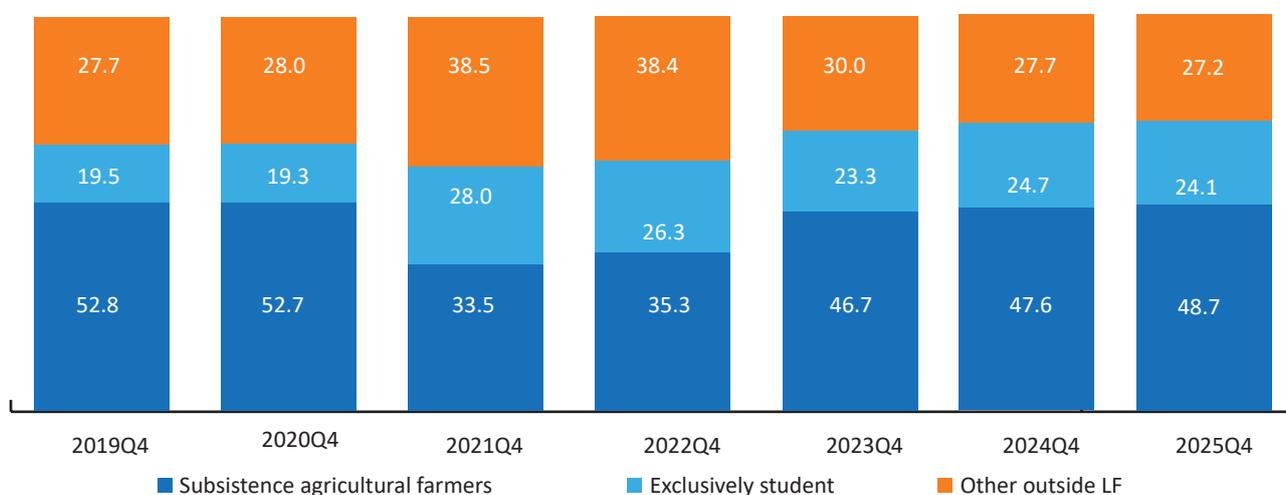
The population outside the labour force stood at 35.9% of the working age population. The comparison of the current population outside labour force with the estimated value in the same quarter one year back reveals that it remained stable.

6.1 Main components of population outside the labour Force

The population outside labour force comprises three important components, namely, students, persons involved in subsistence agriculture and other outside labour force including largely population who are available to work but not actively searching for employment, retired persons, people unable to work because of illness or disability.

Figure 6.1 presents the main components of the population outside the labour force. In November 2025 (Q4), the population outside the labour force engaged in subsistence agriculture represented 48.7 %, students exclusively accounted for 24.1% while the remaining 27.3% fell into other categories. The comparison with the same quarter one year earlier reveals some changes in the distribution of the population outside labour force where the share of other outside labour force stood almost stable while the share increased by 1.1 percentage points among subsistence agriculture farmers.

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



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

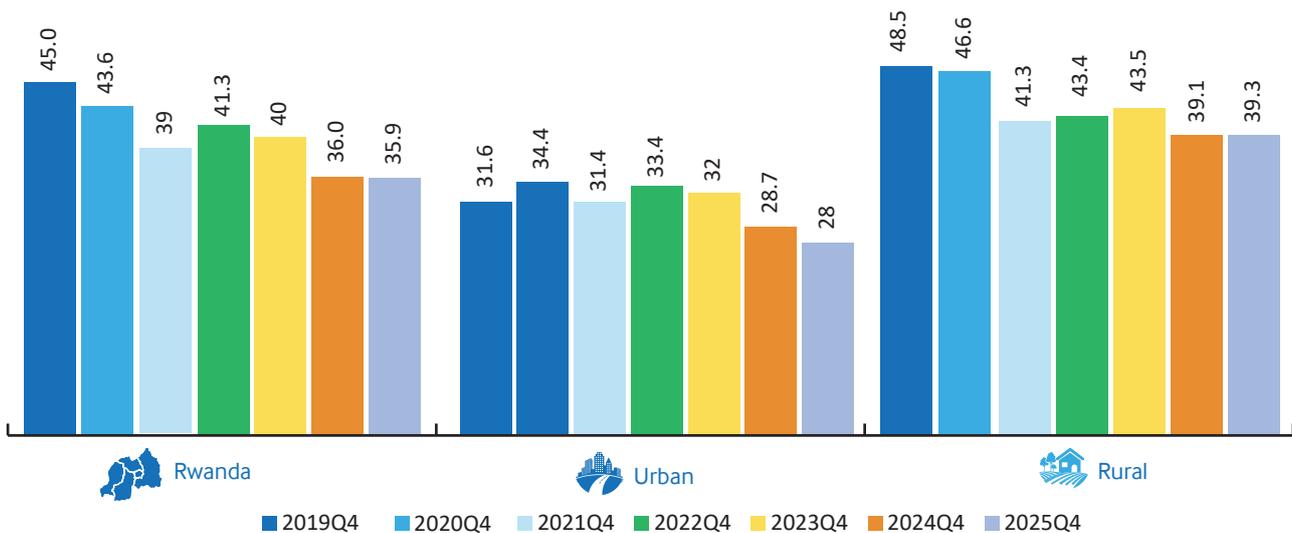
6.2 Population outside the labour force by area of residence

Figure 6.2 presents the proportion of population outside labour force at the national level and in both urban and rural areas.

A comparison between November 2025 (Q4) and November 2024 (Q4) shows that the proportion of the population outside the labour force remained stable at national level and in both rural and urban areas.

The proportion of the population outside the labour force is higher in rural areas than urban areas. In November 2025 (Q4), the urban-rural areas gap was around 11.3 percentage points compared to 10.4 percentage points recorded in November 2024 (Q4), indicating an increase of 1 percentage point.

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

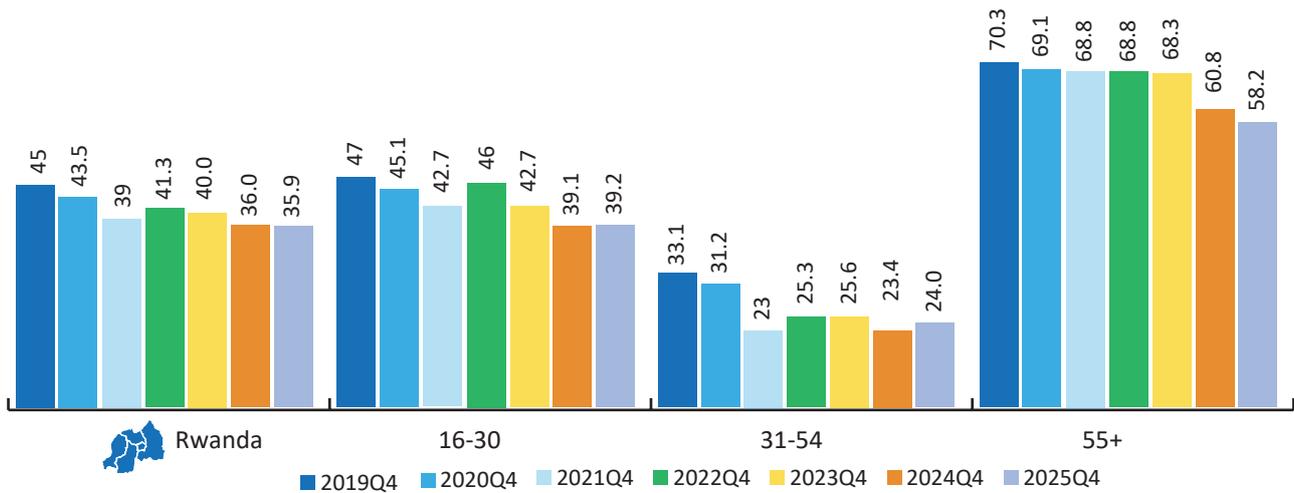


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

6.3 Population outside the labour force by age group

The results indicates that the proportion is higher among the population with advanced age (55+ years old). In November 2025 (Q4), the proportion among youth (16-30 years old) was higher than the one among those aged 31-54 years old (39.2 % and 24% respectively). From November 2024 to November 2025, the proportion of population outside the labour force remained stable among both populations aged (16-30 years old) and between 31-54 years old while it decreased by 2.6 percentage points among those aged 55 years and above.

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

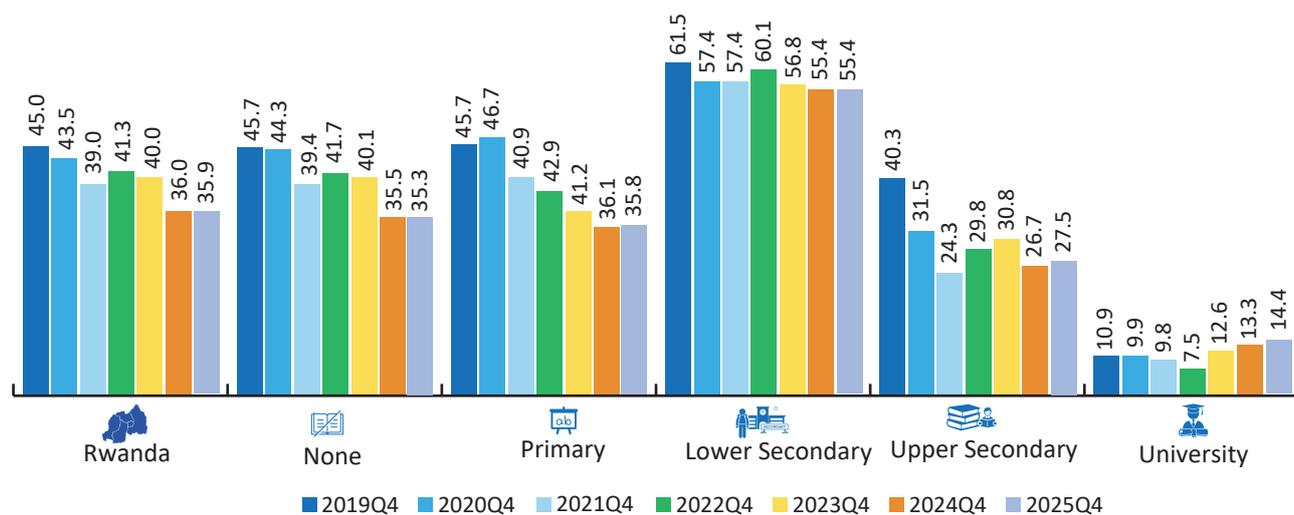


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

6.4 Population outside the labour force by level of educational attainment

According to the findings in the figure 6.4, 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 except lower secondary that had highest fraction. From November 2024 (Q4) to November 2025 (Q4), the proportion of population outside the labour force remained relatively stable among all levels of education except among those who attained university where the proportion increased by 1.1 percentage points.

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



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

7 Work in agriculture

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

7.1 Agricultural status of workers

Three categories of agricultural workers can be distinguished:

- Those who worked exclusively in market-oriented agriculture for pay or as self-employed individuals.
- Those who are only engaged in subsistence agriculture.
- Those whose primary occupation was outside of agriculture but who performed 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 7.1. The findings show that the share of working age population involved in agriculture activities remained stable at 55.2% in both November 2025 (Q4) and November 2024 (Q4). The market-oriented agriculture share maintained stable trend, holding constant at 40.7% across November 2025 (Q4) and November 2024 (Q4). The share of people who exclusively participated in subsistence agriculture decreased by 1.7 percentage points as compared to November 2024 (Q4). While, for those involved in subsistence agriculture as secondary work increased by 1.7 percentage points as compared to November 2024 (Q4).

Table 7. 1: Works status in agriculture

Categories of agriculture	2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4
Market oriented agriculture as main job (a)	32.3	34.5	46.4	43	43	40.7	40.7
Subsistence agriculture exclusively (b)	52.8	52	42.6	46	45.5	41.2	39.5
Participated in Subsistence agriculture but have non-agriculture as main job (c)	14.9	13.7	11	11.12	11.5	18.1	19.8
Total (100%)	100	100	100	100	100	100	100
Count ('000s)	3919	4260	3675	3766	4385	4628	4760
Proportion of working age population involved in agriculture	53.5	56.3	47	46.8	53.7	55.2	55.2

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

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

7.2 Characteristics of agricultural workers

The section focuses on workers primarily engaged in market-oriented agriculture and those exclusively involved 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 their male counterparts.

In November 2025 (Q4), the share of agricultural workers engaged in subsistence agriculture was 49.3% and it declined by 1 percentage points compared to November 2024 (Q4). The proportional of male farmers engaged in market-oriented agriculture was 54.5% in November 2025 (Q4), it was higher than the corresponding proportion of females involved in the same activity (48.4%). Conversely, the proportion of female farmers engaged in subsistence agriculture was higher than male farmers at 51.6% and 45.5%, respectively.

The results reveal that the engagement level of male farmers in market-oriented agriculture decreased by 1.9 percentage points compared to November 2024 Q4 while it increased by 3.1 percentage points among female farmers in the same period.

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

		LFS rounds						
		2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4
Both	Total	100	100	100	100	100	100	100
	Market oriented agriculture	37.9	40	52.1	48.3	48.5	49.	50.7
	Subsistence agriculture	62.09	60	47.9	51.7	51.5	50.3	49.3
Male	Total	100	100	100	100	100	100	100
	Market oriented agriculture	44.7	46.1	58.5	55.8	55.7	56.4	54.5
	Subsistence agriculture	55.3	53.9	41.5	44.2	44.3	43.6	45.5
Female	Total	100	100	100	100	100	100	100
	Market oriented agriculture	33.6	35.9	47.5	43	43.3	45.3	48.4
	Subsistence agriculture	66.4	64.1	52.5	57	56.7	54.7	51.6

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

Table 7.3 below presents the trend of the share of market oriented and subsistence agricultural workers among youth and adult separately. In November 2025 (Q4), the share of adults engaged in subsistence agriculture was higher than that of youth population in the same activity (50.4% and 46.9% respectively). The share of subsistence agriculture for youth has declined by 1.4 percentage points compared to November 2024 (Q4) while for adult, it remained stable for the same activity.

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

		LFS rounds						
		2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4
Both	Total	100	100	100	100	100	100	100
	Market oriented agriculture	37.9	40	52.1	48.3	48.5	49.7	50.7
	Subsistence agriculture	62.1	60	47.9	51.7	51.5	50.3	49.3
Youth (16-30)	Total	100	100	100	100	100	100	100
	Market oriented agriculture	38.2	39.2	56.2	51	53.2	51.7	53.1
	Subsistence agriculture	61.8	60.8	43.8	49	46.8	48.3	46.9
Adults (31+)	Total	100	100	100	100	100	100	100
	Market oriented agriculture	37.8	40.4	50.13	47	46.3	48.7	49.6
	Subsistence agriculture	62.2	59.6	49.9	53	53.	51.3	50.4

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

As presented in Table 7.4, the distribution of agricultural workers by education attainment, shows that individuals with higher levels of education are less likely to engage in agricultural activities for both market-oriented and subsistence agriculture.

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

		LFS Rounds						
		2019Q4	2020Q4	2021Q4	2022Q4	2023Q4	2024Q4	2025Q4
Both	Total	100	100	100	100	100	100	100
	None	61	57.5	59.7	56.8	60.9	59.2	57.9
	Primary	32	32.1	32.3	34.5	31.7	31.3	32.2
	Lower secondary	4.3	5.8	4.3	4.6	3.8	5.2	5.7
	Upper secondary	2.5	4	3.2	3.6	3.2	3.8	3.6
	University	0.2	0.6	0.5	0.5	0.4	0.4	0.6
Market oriented agriculture	Total	100	100	100	100	100	100	100
	None	67.5	66.7	65.6	62.7	66.5	63.2	62.2
	Primary	28.2	26.8	28.7	31.2	28.4	29.7	29.9
	Lower secondary	2.7	3.5	3.5	3.7	3	4	4.7
	Upper secondary	1.3	2	1.7	2.3	1.9	2.7	2.7
	University	0.4	1	0.5	0.2	0.3	0.4	0.5
Subsistence agriculture	Total	100	100	100	100	100	100	100
	None	57	51.4	53.4	51.3	55.6	55.2	53.4
	Primary	34.4	35.6	36.1	37.7	34.8	33	34.8
	Lower secondary	5.2	7.4	5.2	5.	4.7	6.5	6.7
	Upper secondary	3.3	5.4	4.7	4.8	4.4	5	4.5
	University	0.1	0.2	0.6	0.8	0.5	0.4	0.7

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

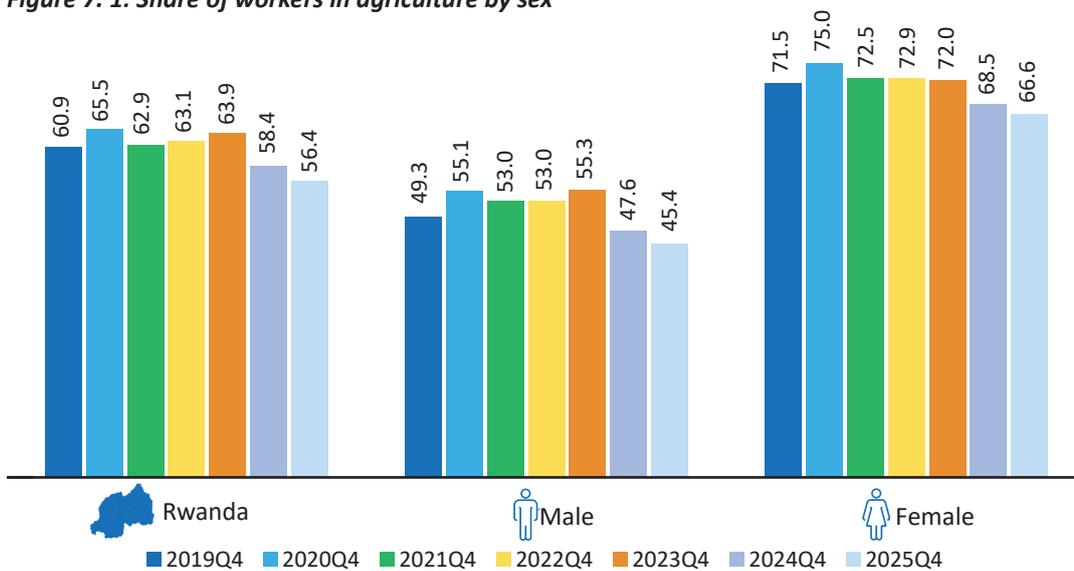
7.3 Share of agriculture in the total work force

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 agricultural workers in the total workforce refers to the proportion of individuals working in agriculture relative to the entire workforce.

As shown in Figure 7.1 below, the proportion of agricultural workers in the workforce for November 2025 (Q4) was 56.4 %. This share was significantly higher among females, with 66.6 %, compared to 45.4 % of males.

Compared to the same quarter in the previous year, the proportion of agricultural workers decreased by 2 percentage points at the national level, 2.2 percentage points among males, and 1.9 percentage points among females.

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

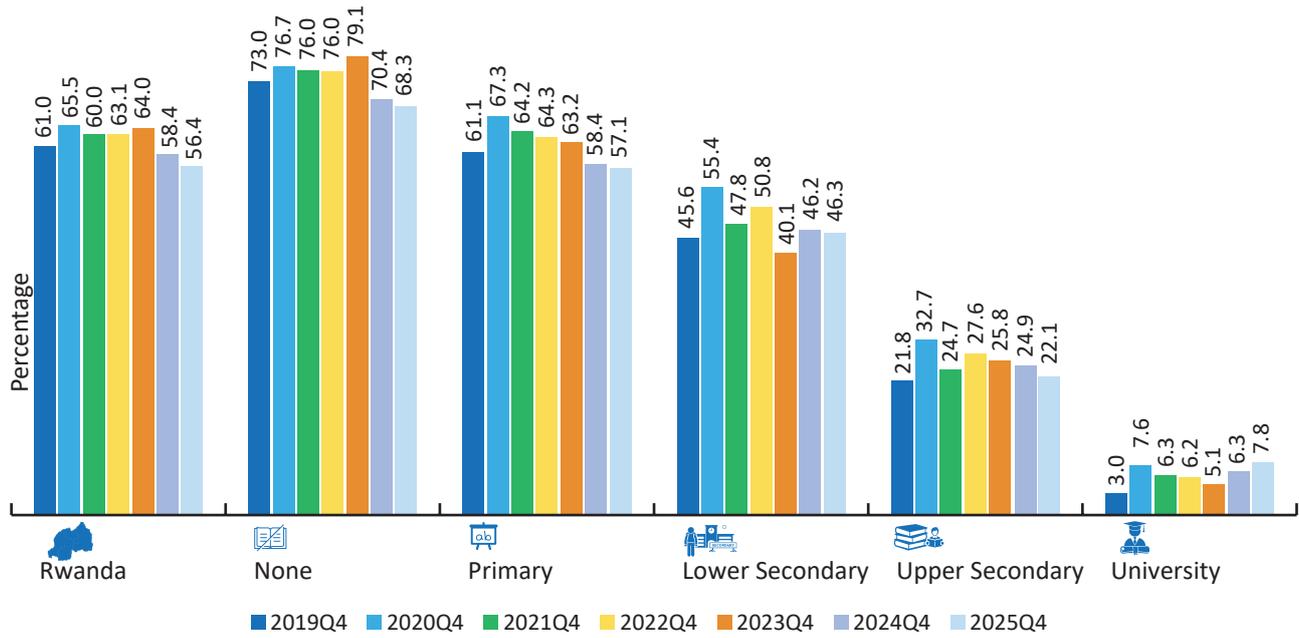


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The share of agriculture workers in the total workforce is inversely correlated with educational attainment. People with lower levels of education are more likely to engage in agricultural work compared to those with higher levels of education.

In November 2025(Q4), the result reveals that among tertiary level of education, the share of agricultural workers increased by 1.5 percentage points compared to November 2024(Q4) while among other levels of education, the share decreased except for the lower level of education where it remained stable.

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



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

A. Standard errors, 95% confidence intervals, coefficient of variation (CV) and design effect of selected main labour force indicators.

A.1: Unemployment rate according to sex, age, education, and areas of residence.

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Unemployment rate	11.681	0.384	10.926	12.437	3.291	1.400
Sex						
Male	10.496	0.487	9.540	11.452	4.636	1.287
Female	12.977	0.528	11.940	14.015	4.070	1.153
Age						
Youth(16-30 yrs)	14.125	0.641	12.866	15.385	4.539	1.356
Adult(31+ yrs)	9.988	0.462	9.081	10.895	4.622	1.369
16-24 years	15.569	0.829	13.939	17.198	5.327	1.233
25-34 years	11.409	0.702	10.029	12.788	6.156	1.294
35-54 years	10.248	0.559	9.151	11.346	5.452	1.284
55 and over	8.619	1.039	6.577	10.660	12.056	1.350
Education						
None	10.540	0.524	9.511	11.569	4.969	1.280
Primary	12.613	0.688	11.261	13.964	5.453	1.302
Lower secondary	12.143	1.339	9.512	14.775	11.031	1.161
Upper secondary	15.046	1.192	12.705	17.387	7.920	1.238
University	8.203	1.209	5.828	10.578	14.737	1.039
Area of residence						
Urban	11.003	0.584	9.857	12.150	5.305	1.163
Rural	12.034	0.502	11.047	13.021	4.175	1.533

A.2: Labour force participation rate according to sex, age, education, and areas of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Labour force participation rate	64.145	0.522	63.120	65.169	0.813	1.805
Sex						
Male	71.153	0.638	69.901	72.406	0.896	1.423
Female	57.909	0.639	56.654	59.163	1.103	1.351
Age						
Youth(16-30 yrs)	60.807	0.765	59.305	62.309	1.257	1.616
Adult(31+ yrs)	66.680	0.657	65.389	67.972	0.986	1.687
16-24 years	52.086	0.924	50.271	53.902	1.774	1.550
25-34 years	80.256	0.782	78.721	81.791	0.974	1.275
35-54 years	74.840	0.755	73.358	76.323	1.008	1.531
55 and over	41.771	1.141	39.530	44.011	2.731	1.263
Education						
None	64.719	0.715	63.314	66.124	1.105	1.525
Primary	64.152	0.878	62.427	65.878	1.369	1.589
Lower secondary	44.580	1.370	41.888	47.271	3.073	1.178
Upper secondary	72.545	1.322	69.948	75.142	1.822	1.350
University	85.618	1.461	82.748	88.487	1.706	1.085
Area of residence						
Urban	71.958	0.851	70.287	73.629	1.182	1.669
Rural	60.717	0.634	59.471	61.963	1.045	1.789

A.3: Employment to population ratio according to sex, age, education, and area of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Employment to population ratio	56.652	0.531	55.609	57.694	0.937	1.750
Sex						
Male	63.685	0.677	62.354	65.016	1.064	1.425
Female	50.394	0.645	49.127	51.660	1.279	1.343
Age						
Youth(16-30 yrs)	52.218	0.781	50.683	53.753	1.496	1.612
Adult(31+ yrs)	60.020	0.658	58.727	61.314	1.097	1.567
16-24 years	43.977	0.907	42.195	45.759	2.063	1.513
25-34 years	71.100	0.922	69.289	72.910	1.296	1.368
35-54 years	67.170	0.776	65.647	68.694	1.155	1.381
55 and over	38.171	1.116	35.978	40.363	2.924	1.246
Education						
None	57.898	0.745	56.435	59.360	1.286	1.548
Primary	56.061	0.885	54.322	57.799	1.578	1.506
Lower secondary	39.166	1.326	36.562	41.770	3.385	1.144
Upper secondary	61.630	1.445	58.791	64.469	2.345	1.359
University	78.594	1.639	75.375	81.814	2.085	0.999
Area of residence						
Urban	64.040	0.834	62.403	65.678	1.302	1.404
Rural	53.410	0.658	52.117	54.703	1.232	1.847

A.4: LU2-Combined rate of unemployment and time-related underemployment (%) according to sex, age, education, and areas of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
LU2 - Combined rate of unemployment and time-related underemployment(%)	44.500	0.701	43.122	45.878	1.576	1.947
Sex						
Male	39.673	0.828	38.046	41.301	2.088	1.463
Female	49.777	0.923	47.965	51.590	1.853	1.590
Age						
Youth(16-30 yrs)	45.674	0.976	43.756	47.593	2.138	1.537
Adult(31+ yrs)	43.687	0.818	42.079	45.294	1.873	1.571
16-24 years	46.257	1.197	43.906	48.608	2.587	1.357
25-34 years	44.842	1.216	42.452	47.232	2.713	1.586
35-54 years	44.496	0.989	42.553	46.439	2.223	1.499
55 and over	39.391	1.916	35.627	43.154	4.864	1.514
Education						
None	49.581	0.887	47.839	51.324	1.789	1.384
Primary	46.632	1.103	44.466	48.798	2.365	1.483
Lower secondary	40.814	1.968	36.948	44.680	4.821	1.107
Upper secondary	35.125	1.580	32.022	38.228	4.497	1.220
University	14.991	1.651	11.747	18.236	11.015	1.145
Area of residence						
Urban	32.935	1.192	30.594	35.276	3.618	2.150
Rural	50.514	0.830	48.884	52.144	1.643	1.772

A.5: LU3-Combined rate of unemployment and potential labour force (%) according to sex, age, education, and areas of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
LU3 - Combined rate of unemployment and potential labour force(%)	30.760	0.518	29.742	31.779	1.685	1.572
Sex						
Male	24.581	0.635	23.333	25.829	2.584	1.318
Female	36.602	0.668	35.289	37.914	1.825	1.231
Age						
Youth(16-30 yrs)	32.229	0.814	30.630	33.827	2.525	1.535
Adult(31+ yrs)	29.755	0.616	28.544	30.966	2.072	1.344
16-24 years	36.305	1.035	34.271	38.339	2.852	1.446
25-34 years	25.381	0.872	23.668	27.093	3.434	1.262
35-54 years	28.427	0.747	26.960	29.894	2.627	1.299
55 and over	38.113	1.395	35.373	40.854	3.660	1.198
Education						
None	30.250	0.703	28.869	31.630	2.323	1.320
Primary	32.791	0.891	31.041	34.540	2.716	1.419
Lower secondary	32.727	1.670	29.446	36.008	5.103	1.141
Upper secondary	31.347	1.353	28.689	34.005	4.316	1.172
University	17.932	1.538	14.910	20.953	8.577	0.961
Area of residence						
Urban	25.173	0.796	23.609	26.736	3.162	1.337
Rural	33.378	0.666	32.069	34.686	1.996	1.693

A.6: LU4-Labour underutilization rate (%) according to sex, age, education, and areas of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Labour underutilization rate (%)	56.490	0.625	55.262	57.718	1.107	1.980
Sex						
1. Male	49.167	0.790	47.615	50.719	1.607	1.511
2. Female	63.411	0.752	61.934	64.888	1.186	1.560
Age						
Youth(16-30 yrs)	57.127	0.860	55.438	58.816	1.505	1.529
Adult(31+ yrs)	56.053	0.727	54.625	57.480	1.296	1.584
16-24 years	59.456	1.015	57.461	61.451	1.708	1.335
25-34 years	53.541	1.118	51.345	55.738	2.088	1.581
35-54 years	55.738	0.923	53.924	57.552	1.657	1.638
55 and over	58.953	1.544	55.920	61.986	2.619	1.431
Education						
None	60.690	0.753	59.211	62.168	1.240	1.339
Primary	58.955	0.974	57.041	60.869	1.653	1.546
Lower secondary	54.681	1.774	51.196	58.166	3.244	1.144
Upper secondary	47.573	1.499	44.627	50.519	3.152	1.242
University	24.001	1.871	20.325	27.677	7.796	1.148
Area of residence						
Urban	43.613	1.111	41.430	45.796	2.548	1.995
Rural	62.521	0.713	61.120	63.923	1.141	1.843

A.7: Rate of population out of labour force rate according to sex, age, education and areas of residence

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
Pop_out LFS	35.855	0.522	34.831	36.880	1.455	1.805
Sex						
1. Male	28.847	0.638	27.594	30.099	2.210	1.423
2. Female	42.091	0.639	40.837	43.346	1.517	1.351
Age						
Youth(16-30 yrs)	39.193	0.765	37.691	40.695	1.951	1.616
Adult(31+ yrs)	33.320	0.657	32.028	34.611	1.973	1.687
16-24 years	47.914	0.924	46.098	49.729	1.929	1.550
25-34 years	19.744	0.782	18.209	21.279	3.958	1.275
35-54 years	25.160	0.755	23.677	26.642	3.000	1.531
55 and over	58.229	1.141	55.989	60.470	1.959	1.263
Education						
None	35.281	0.715	33.876	36.686	2.027	1.525
Primary	35.848	0.878	34.122	37.573	2.450	1.589
Lower secondary	55.420	1.370	52.729	58.112	2.472	1.178
Upper secondary	27.455	1.322	24.858	30.052	4.815	1.350
University	14.382	1.461	11.513	17.252	10.157	1.085
Area of residence						
Urban	28.042	0.851	26.371	29.713	3.034	1.669
Rural	39.283	0.634	38.037	40.529	1.614	1.789

A.8: Youth not in employment, education, or training (NEET) rate according to sex, education, and areas of residence.

	Estimate (%)	Std. error (%)	95%CI lower bound	95%CI upper bound	CV	Design effect
NEET 16-30	24.890	0.630	23.652	26.128	2.532	1.386
Sex						
Male	19.341	0.815	17.739	20.942	4.215	1.360
Female	30.202	0.865	28.501	31.902	2.866	1.185
Education						
None	29.356	1.125	27.146	31.566	3.832	1.177
Primary	26.030	1.033	24.001	28.060	3.969	1.289
Lower secondary	14.385	1.151	12.124	16.645	7.999	1.242
Upper secondary	27.718	1.550	24.673	30.762	5.591	1.097
University	16.421	2.669	11.178	21.663	16.251	1.036
Area of residence						
Urban	20.483	0.956	18.605	22.360	4.666	1.217
Rural	27.084	0.810	25.493	28.675	2.990	1.447

Labour force survey contributors

Survey Technical Directors

MURENZI Ivan, Director General, NISR

MWIZERWA Jean Claude, Deputy Director General, NISR

BYIRINGIRO James, Survey Program Manager, NISR

NILINGIMANA Faustin, Ag. Director of DSS, NISR

Survey Technical Team (Preparation, Supervision, data analysis & report writing)

NGIRINSHUTI Fidele, LFS Specialist

TUYISENGE Methode, Economic Statistics Specialist

UWAMAHOHO Pacifique, LFS Specialist

AYINGENEYE Seraphine, LFS Specialist

UMUHOZA Marie Ange, Labor Statistical Research Statistician Team leader

NSHIMIYUMUKIZA Naman, Formal labor Statistician

UFITINEMA Audrey, Public Sector labor Statistician

UMUHOZA Emelyne, Informal Private Sector labor statistician

Data Processing

MUKANSHIMIYE Peruth, Data processing officer

HARELIMANA Massoud, Data processing officer

Layout, typesetting & infographic Design, Proof reading and Editing Report.

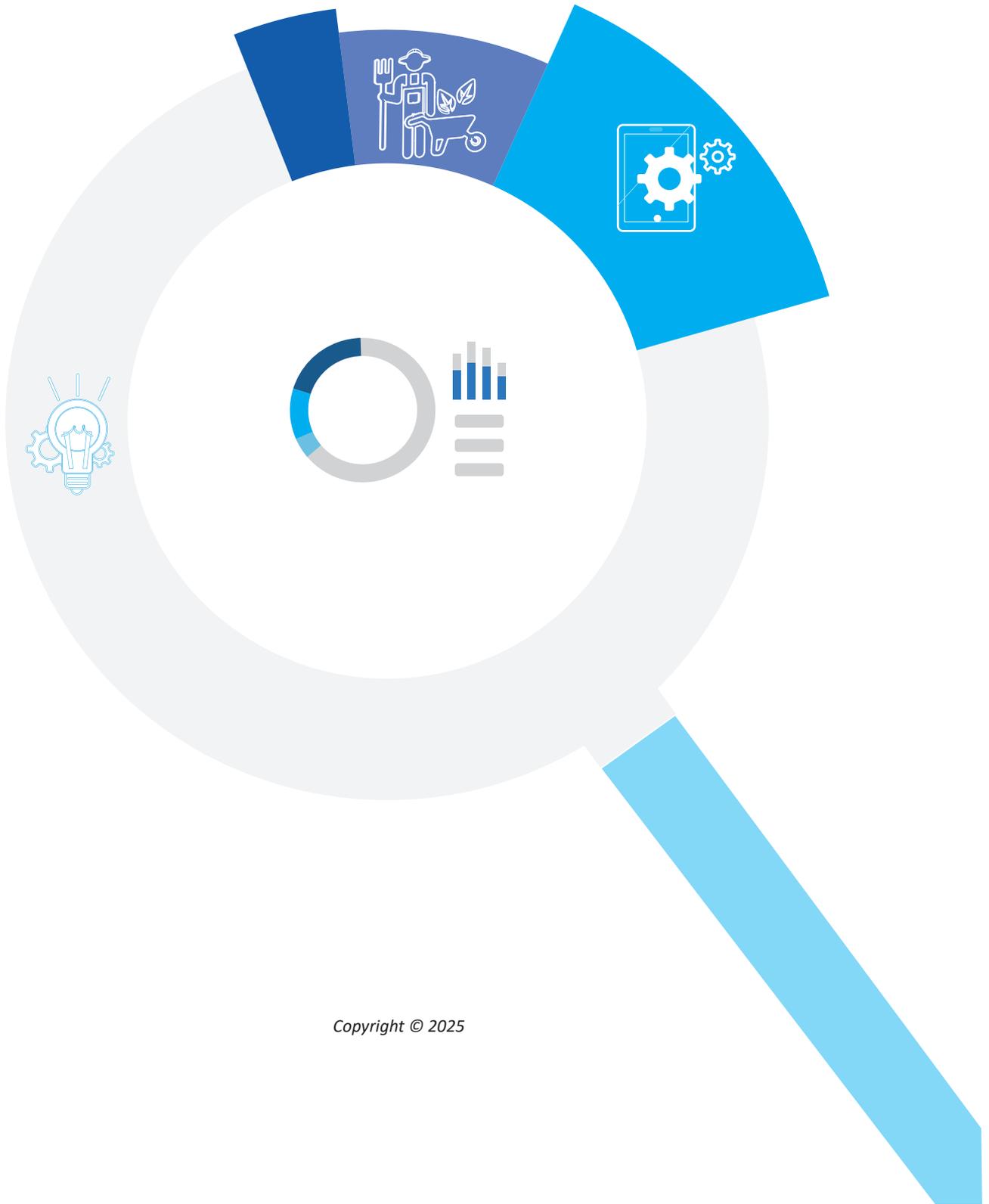
UWAMUNGU Thierry, Publications Specialist

NEEMA KALISA Grace, Communication Specialist

MUSHIMIYIMANA Desire, Publications and Supporting Staff

AMANI Sylvestre, Publications and Supporting Staff

KAKOYIRE Delphine, Publications and Supporting Staff.



Copyright © 2025

