



Republic  
of Rwanda



# Labour Force survey

Annual Report 2025



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*Recommended citation:*

*National Institute of Statistics of Rwanda (NISR), Labour Force Survey, Annual Report 2025*

# Contents

## Figures and Titles

Contents	3
Figures	5
Foreword	7
Executive summary	8
Rwanda Labour force survey, 2025 Summary labour force indicators	12
Introduction	16
Labor Market Overview	18
2.1 Labour force participation rate, employment to population ratio and unemployment rate	18
2.2 Trend of labour Underutilization	18
2.3. Rate of population outside the labour force	19
Characteristics of population in labour force	21
3.1 Labour force participation among males and females	21
3.2 Labour force participation by education	21
3.3 Labour force participation by age group	22
3.4 Labour force participation by area of residence	22
Characteristics of employed population	24
4.1 Employment to population ratio (EPR)	24
4.2 Employment to population ratio of persons aged 25–49 by presence of young children in the household	26
4.2.1 Employment rate of persons aged 25–49 living with a child under age 3	26
4.2.2 Employment rate of persons aged 25–49 living in households with no children	26
4.3 Status in employment	27
4.4 Main occupation	31
4.5 Main Economic activity	31
4.6 Informal sector and informal employment according to 17th ICLS (1993)	34
4.6.1 Employment in Informal, formal sectors, and household	34
4.6.2 Informal and formal employment	36
4.6.3 Informal sector outside agriculture	37
4.7 Means of transport by areas of residence in 2025.	38
4.8 Working time and income from employment	39
4.8.1 Working time.	39
4.8.2 Income from employment	40
4.9 Job creation	42

<b>Unemployment and Labour Underutilization</b>	<b>45</b>
5.1 Unemployment rate	45
5.2 Methods and duration for seeking employment.	47
5.3 Labour Underutilization	49
<b>Population outside the Labour Force</b>	<b>51</b>
6.1 Main components of population outside the labour Force	51
6.2 Population outside the labour force by area of residence	52
6.3 Population outside the labour force by age group	52
6.4 Population outside the labour force by level of educational attainment	53
<b>Youth population</b>	<b>55</b>
7.1 Youth and education	55
7.2 Youth Not in Employment, Education or Training (NEET)	56
8.1 Agricultural status of workers	61
8.3 Share of agriculture in the total work force	63
<b>Work in agriculture</b>	<b>61</b>
<b>Own use production works out of agriculture.</b>	<b>65</b>
<b>Migrant workers</b>	<b>67</b>
<b>Workers with disabilities</b>	<b>71</b>
A. Standard errors, 95% confidence intervals, coefficient of variation (CV) and design effect of selected main labour force indicators.	72
B. Labour force survey contributors	80

# Figures

Figure 0.1: Trends in labour force participation rate by sex.....	9
Figure 0.2: Trends in employment to population ratio by sex.....	9
Figure 0.3: Distribution of employed population by board sector of economic activity.....	10
Figure 0.4: Trends in unemployment rate by sex .....	10
Figure 0.5:Trends in labour underutilization rate by sex .....	11
Figure 2.1. Trend labour force participation rate, employment to population ratio and unemployment rate .....	18
Figure 2.2 Trends of labour underutilization .....	19
Figure 2.3 Trends of outside labour force rate and potential labour force.....	20
Figure 3.1 Labour force participation rate by sex .....	21
Figure 3.2 Labour force participation rate by level of education .....	22
Figure 3.3 Labour force participation rate by age group .....	22
Figure 3.4 Labour force participation rate by area of residence .....	23
Figure 4.1: Employment to population ratio (EPR) by area of residence. ....	21
Figure 4.2: Employment to population ratio by sex .....	25
Figure 4.3: Employment to population ratio by age group.....	25
Figure 4.4: Employment rate of persons aged 25-49 with a child under age 3 living in a household by Sex .....	26
Figure 4.5: Employment rate of persons aged 25-49 with no child living in the household by sex.....	27
Figure 4.6: Distribution of employed population by status in employment.....	29
Figure 4.7 Employed population by sector of employment .....	30
Figure 4.8: Share of employment by broad branch of economic activity . ....	34
Figure 4.9: Trend of length of employment contract.....	34
Figure 4.10: Percentage distribution of employed population by unit of production.....	35
Figure 4. 11: Composition of non-agriculture informal sector employment by sex and urban/rural area .....	37
Figure 4.12 Percentage distribution of employed persons in unit of production (As per 21st ICLS Resolution concerning statistics on informal economy). ....	38
Figure 4.13: Percentage distribution of informal, formal jobs by sex (21st ICLS Resolution concerning statistics on informal economy).. ....	39
Figure 4.14: Means of transport for employed persons, by province .....	40
Figure 4.15: Average actual hours worked per week. ....	42
Figure 4.16: Average usual hours worked per week .....	40
Figure 4. 17: Average hourly cash income from employment of employees by broad branch of economic activity (RWF per hour).....	42
Figure 5. 1: Unemployment rate by sex.....	45
Figure 5. 2: Unemployment rate by area of residence. ....	46
Figure 5.3: Unemployment rate among youth and Adult .....	46
Figure 5. 4: Unemployment rate by educational attainment .....	47
Figure 5. 5: Unemployment rate by educational attainment in TVET .....	47
Figure 5. 6: Labour under-utilization rate by sex .....	49

Figure 5. 7: Labour under-utilization rate by area of residence. ....	49
Figure 5. 8: Trend in labour underutilization rate by Youth and Adult. ....	50
Figure 6. 1: Main components of Persons outside the labour force ....	51
Figure 6. 2: Population outside Labour force by Area of residence ....	52
Figure 6. 3: Population outside the Labour force by age group. ....	52
Figure 6. 4: Population outside the Labour force by Education level attained.....	51
Figure 6. 5: Outside the labour force rate by District in 2025.....	55
Figure 7. 1: Youth (16-30 years old) labour force participation rate by educational attainment . ....	33

# Foreword

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

The government of Rwanda needs updated information for monitoring progress on programs and policies as stipulated in the first National Strategy for Transformation (NST2), Sustainable Development Goals (SDGs) as well as vision 2050. To monitor progress towards these goals and targets, relevant, reliable, coherent, timely and accessible labour statistics have to be produced.

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

The ultimate goal of the labour force survey is to collect data on employment and labour underutilization characteristics of the population on a continuous basis, thereby providing quarterly estimates of the main 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 combines data from all four rounds conducted in 2025, specifically in February, May, August and November, to provide 2025 annual estimates 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 gratitude to all survey coordinators, supervisors, interviewers for their 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 policy makers, program managers, researchers and all users to actively utilize the valuable data presented in the Labour Force Survey to contribute to Rwandans' Economic development.

For 

**MURENZI Ivan**

**Director General of NISR**

**MWIZERWA Jean Claude**  
**Deputy Director General**



# 0 Executive summary

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

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

The main objective of the survey is to provide quarterly and annually 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 different forms of work, particularly own-use production work as well as other components of labour underutilization including 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 the 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 annex 2 of separate LFS methodological document.

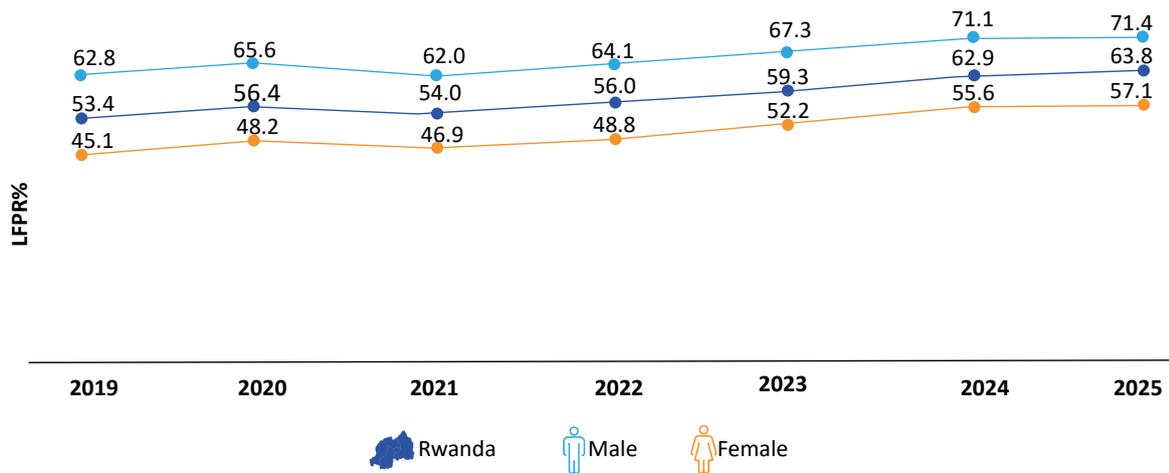
The current report presents the consolidated results of the annual report of 2025 RLFS obtained by combining 4 quarters of LFS in 2025 (February, May, August and November) and compares these findings with the results of 2024 RLFS. However, the tables in a separate excel file published together with this report contains detailed data points from the labour force surveys since 2017.

## Labour force

In 2025 the working age population (16 years and above) was approximately 8.5 million of whom around 4.8 million were employed, 676 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 5.4 million persons. The proportion of the working age population who were in the labour force has steadily increased since 2022. In 2025, the estimation rate was 63.8%, it slightly increased by around 1 percentage point compared to the estimated value in 2024. The rate of the population outside labour force also remained stable from 2024 to 2025.

Generally, the labour force participation rate has consistently been higher among male than female population. The gender gap in labour force participation rate stood approximately 14.3 percentage points in 2025 and it was decreased by 1.2 percentage points compared to the situation in 2024.

### Trends in labour force participation rate by sex

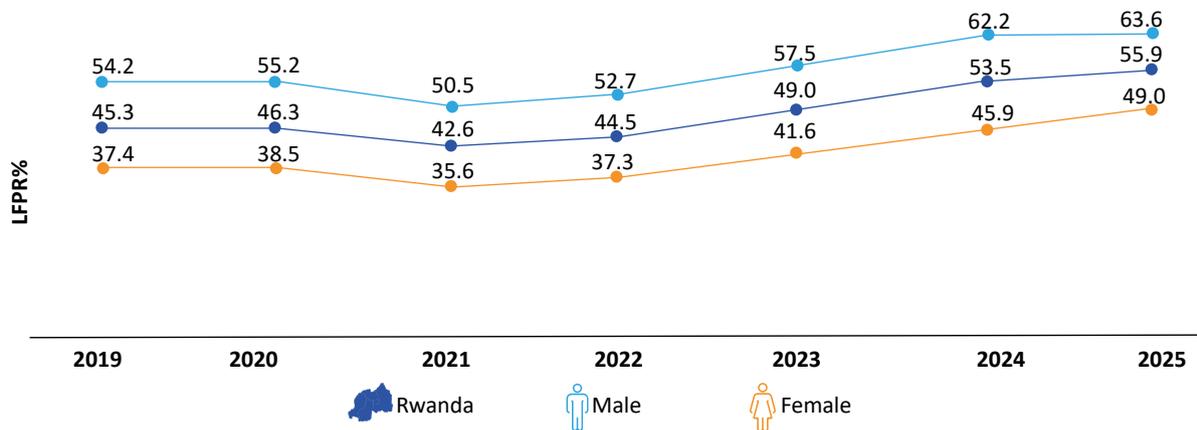


Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

### Employment

The employment-to-population ratio (EPR) increased to 55.9 % in 2025 from 53.5 % in 2024. EPR increased for both males and females, by 1.4 and 3.1 percentage points respectively. In 2025, the employment-to-population ratio was higher among males (63.6 %) compared to females (49 %). Additionally, the ratio was higher among adults aged 31 years and above (58.7 %) than youth aged 16-30 years (52.1 %). The employment to population ratio gender gap was 14.6 percentage points in 2025 and it decreased from 16.3 percentage points observed in 2024.

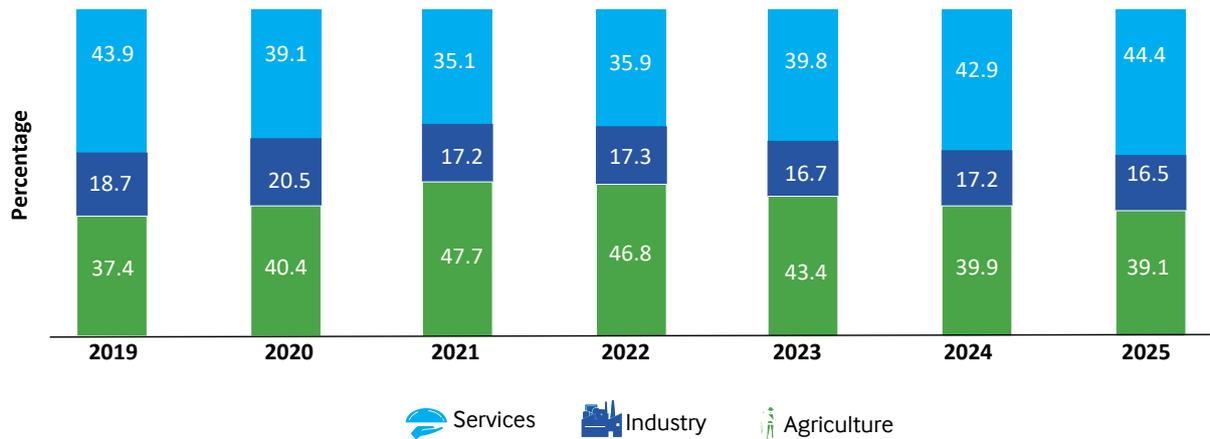
### Trends in employment to population ratio by sex



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

The distribution of employed population by aggregated broad branches of economic activity revealed that the services sector employed the majority of the population in LFS 2025. The level of employment in the agricultural and industry sectors remained almost stable, while the share of employment in service sector increased to 44.4 % in 2025, from 42.9 % in 2024.

### Distribution of employed population by board sector of economic activity



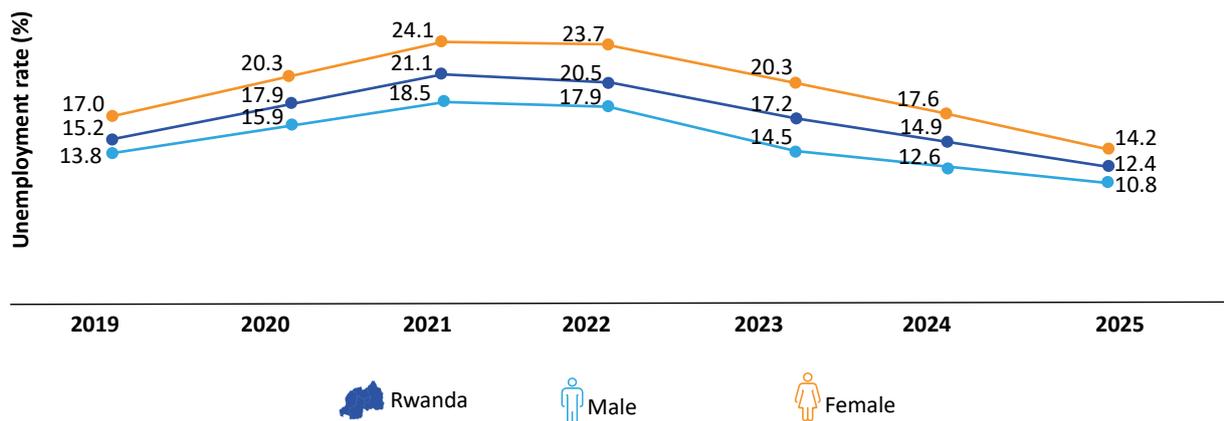
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

### Unemployment

In 2025, the unemployment rate stood at 12.4 % indicating that roughly for every 8 persons in the labour force, there was one person unemployed. This represents a decrease of 2.5 percentage points compared to 2024. The estimated unemployment rate in 2025 declined compared to the pre-COVID-19 estimate in 2019 and 2018 (approximately 15%). In 2025, the unemployment rate was higher among females (14.2 %) than males (10.8 %) and it was more prevalent among youth (14.7 %) than adults (10.8 %). Additionally, the unemployment rate was similar in both rural and urban areas at (approximately 12%).

The gender gap in unemployment rate stood at 3.3 percentage points in 2025, and it slightly declined by 1.7 percentage points compared to 2024.

### Trends in unemployment rate by sex



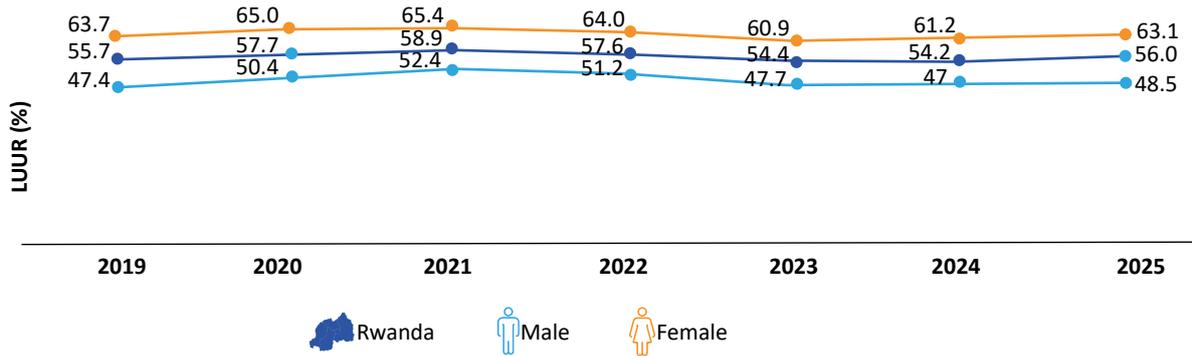
Source: National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

## 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 2025, the labour underutilization rate stood at 56 %. This rate was higher among females (63.1 %) than males (48.5 %) and higher among youth (56.7 %) than adults (55.5 %). A comparison of 2025 and 2024 results shows that labour underutilization rate increased by 1.8 percentage points.

### Trend in labour underutilization rate by Sex



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

# Rwanda Labour force survey, 2025

## Summary labour force indicators

Working age population 16 years old and above was 8,541,210 persons

### THE LABOUR FORCE

The sum of employed and unemployed **Labour Force Participation** 5,449,044 Persons **63.8 %**

#### EMPLOYED

All who worked for pay or profit  
4,772,704 persons

EMPLOYMENT TO  
POPULATION RATIO (EPR)

55.9 %

#### UNEMPLOYED

All not employed but seeking and  
available to work for pay or profit  
676,340 persons

UNEMPLOYMENT  
RATE (UR)

12.4%

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

#### AGRICULTURE

Excluding subsistence  
foodstuff production



39.1 %

#### INDUSTRY



16.5 %

#### SERVICE



44.4%

Share of unemployed  
but engaged in  
subsistence agriculture.



56.4 %

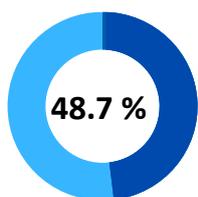
Other unemployed

43.6 %

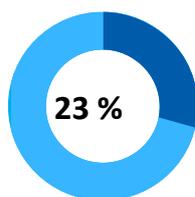
### OUT OF LABOUR FORCE

Out of Labour Force rate **36.2 %**

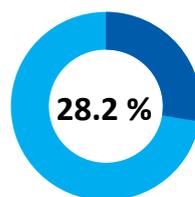
Population outside the labour force (Not  
employed nor unemployed) 3,092,165  
persons



Subsistence agriculture



Exclusively Students



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

Labour underutilization **3,883,348 persons**

Composite measure of labour  
underutilization rate **56 %**

Unemployed  
676,340

Potential labour force  
Portion of out of labour force)  
1,484,773

Time-related underemployed  
(Portion of employed)  
1,722,235

## Trend of Labour force survey Main indicators

### Trend of Labour force survey Main indicators (Compare 7 years), Rwanda.

Indicators	Period: Year						
	2019	2020	2021	2022	2023	2024	2025
Labour force participation rate(%)	53.4	56.4	54	56	59.3	62.9	63.8
Foodstuff production participation rate (outside LF) %	23.4	17	18	16.5	17.2	17.3	17.6
Employment to population ratio (%)	45.3	46.3	42.6	44.5	49	53.5	55.9
Percentage of employed population in market-oriented agriculture(%)	37.4	40.4	47.7	46.8	43.4	39.9	39.1
Percentage of employed population in industry (%)	18.7	20.5	17.2	17.3	16.7	17.2	16.5
Percentage of employed population in services%	43.9	39.1	35.1	35.9	39.8	42.9	44.4
Number of off-farm main jobs( agriculture excluded) in Thousands	2,049	2,061	1,721	1,886	2,239	2,670	2,908
Informal employment rate (%)	89.5	69.8	90.5	90.8	90.9	91.2	91.8
Proportion of informal employment in non-agriculture employment (%)	83.5	84.8	81.9	83.2	84.1	85.5	86.7
Median weekly hours actually worked	30	30	25	28	30	28	27
Median weekly hours usually worked	36	36	36	36	36	36	36
Unemployment rate (%)	15.2	17.9	21.1	20.5	17.2	14.9	12.4
Unemployment rate among university graduates (%)	14.6	15.6	17.5	17.3	14.2	11.5	10.2
Unemployment rate among secondary school graduates (%)	23.9	25.2	27.7	32.4	23.1	19.9	16
Unemployment rate among females (%)	17	20.3	24.1	23.7	20.3	17.6	14.2
Unemployment rate among males (%)	13.8	15.9	18.5	17.9	14.5	12.6	10.8
Unemployment rate among TVET graduates (%)	15.4	17.4	20.3	18.9	18.9	15.7	12.7
Unemployment rate among general education graduates (%)	16.9	20.9	23.2	22.9	18.1	15.8	13.4
Unemployment rate among persons with disability (%)	14.3	21.3	21.1	16.4	19	14.9	11.5
Youth unemployment rate (%)	19.4	22.4	26.5	25.6	20.8	18.5	14.7
Time related underemployment rate(%)	26.8	23.7	31.2	31.7	29.4	32.6	36.1
Combined rate of labour underutilization (%)	55.7	57.7	58.9	57.6	54.4	54.2	56
Average monthly salary from paid employment (In Frw)	57,878	57,306	54,073	58,784	68,656	73,948	82,996
Average monthly salary in agriculture (In Frw)	20,384	20,813	21,215	22,532	28,257	30,678	33,326
Average monthly salary in industry (In Frw)	63,346	61,547	69,787	75,148	88,877	92,221	104,169
Average monthly salary in services (In Frw)	103,694	104,749	114,224	122,879	130,699	127,680	141,653

Indicators	Period: Year						
	2019	2020	2021	2022	2023	2024	2025
Proportion of TVET graduates who are employed (%)	59.6	63.7	58.1	63.8	62	67.2	68
Proportion of General education graduates who are employed (%)	43	44.7	39.7	41.4	45.9	50.5	52.4
Share of women in non -agricultural paid employment (%)	32.8	32	31.4	32.1	31.9	33.6	33.2
Share of youth in non-agricultural paid employment (%)	49.6	49.5	45.4	44.3	46	47.7	48.1
Manufacturing employment as a proportion of total employment (%)	6.4	5.8	4.8	5.3	5.5	5.7	5.6
Proportion of permanent jobs in total paid employment	30.3	23.4	19.2	20.6	24.1	25.8	29.1
Proportion of daily jobs in the total paid employment	56.2	63.2	69.8	70.2	65.3	62.4	60.8

**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2019-2025

**Trend of comparison of General and Technical or vocational education.**

	Employment to population ratio			Unemployment rate		
	Rwanda	General education	TVET	Rwanda	General education	TVET
2019	45.3	43	59.6	15.2	16.9	15.4
2020	46.3	44	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	46.4	64.6	17	18.1	18.9
2024	53.5	50.5	67.2	14.9	15.8	15.7
2025	55.9	52.4	68	12.4	13.4	12.7

**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2019-2025

**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
2019	41.3	34.3	59.4	19.4	21.9	19.6
2020	42.6	37	59.8	22.4	25.1	24
2021	37	31.1	55.1	26.5	29.5	25
2022	38.1	32.1	61.5	25.6	28.7	23.7
2023	44.5	37.8	62.6	21	22.7	23.8
2024	49.4	42	67.3	18.5	19.8	19.7
2025	52.1	44.5	69.8	14.7	15.8	14.8

**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2019-2025

The 2025 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 2025 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 2025 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, allowing 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 2025 the standard error for national labour force main indicators was approximately 0.2%, 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 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 2025 labour force survey with those of 2024. However, in some sections, the tables or figures are presented with additional time series of results from 2019 to 2025. 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

# Labor Market Overview

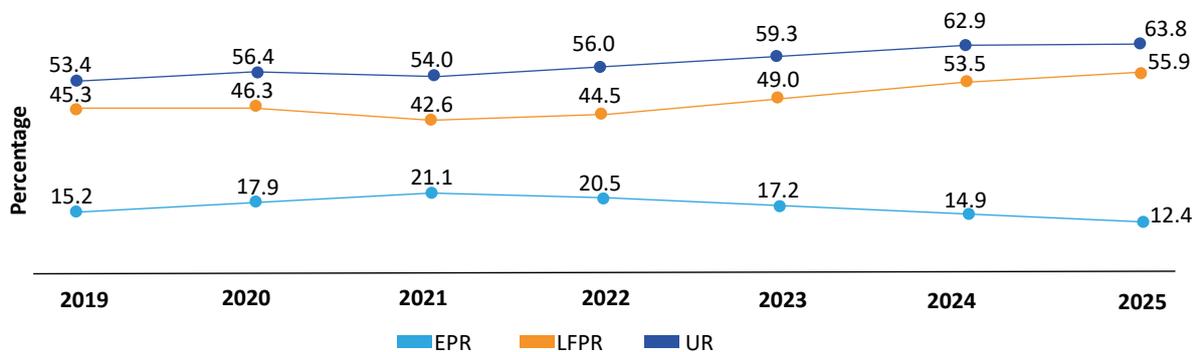
## 2.1 Labour force participation rate, employment to population ratio and unemployment rate

Figure 2.1 illustrates the trends in key labour market indicators. In 2025, the unemployment rate declined to 12.4 % from 14.9 % observed in 2024.

An analysis of employment trends indicates that the employment-to-population ratio increased by 2.4 percentage points in 2025 compared to 2024. In the same vein, the labour force participation rate slightly increased by around 1 percentage point over the same period.

It is important to note that both labour force participation and employment levels in 2025 exceeded their pre-COVID-19 levels. In contrast, the registered rate of unemployment rate in 2025 decreased compared to the one observed prior to COVID-19 (2019). This may reflect ongoing economic recovery and the 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)

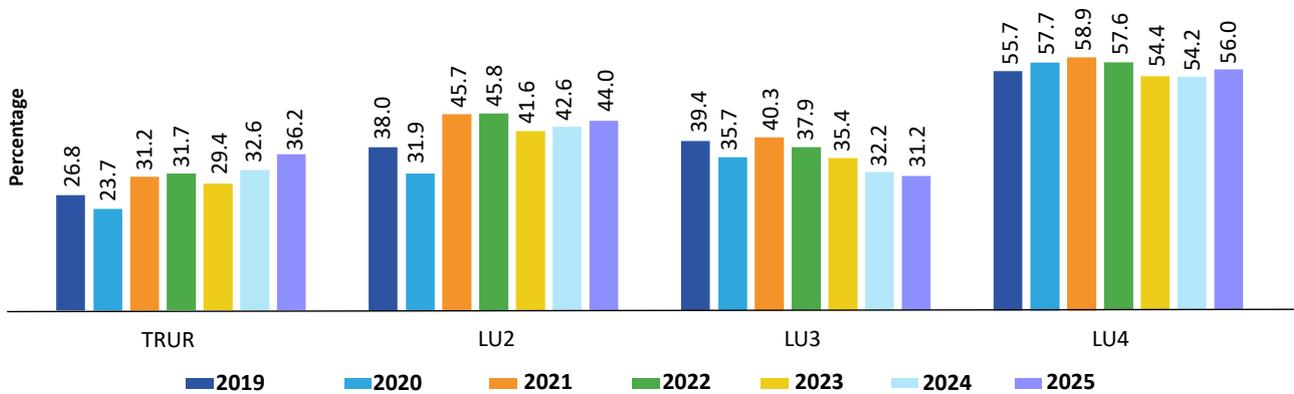
## 2.2 Trend of labour Underutilization

The 2025 LFS results were compared to those of 2024 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 2025 with LFS2024 shows that LU3 declined by 1 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 3.6 percentage points, suggesting that the majority of workers are employed for fewer hours than they would prefer. Whereas, LU4 and LU2 increased by 1.8 ,1.4 respectively over the same period.

These findings show 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)

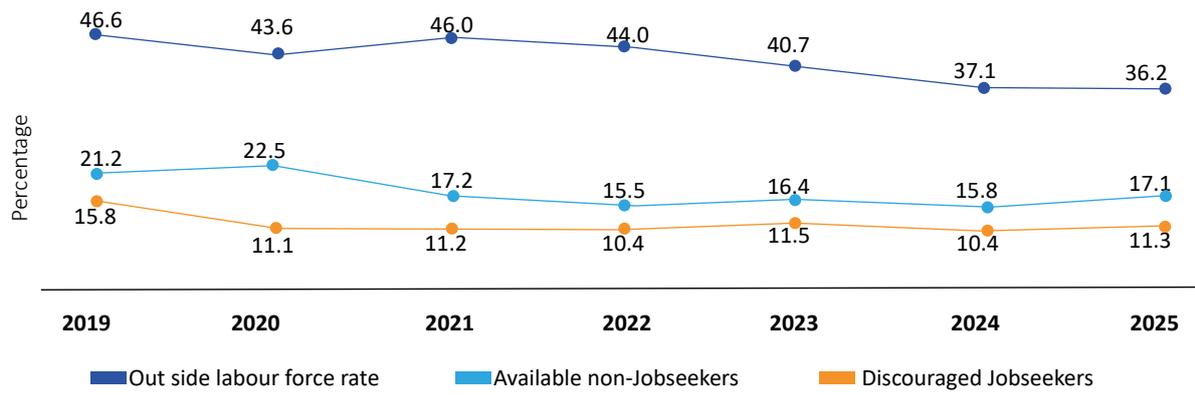
### 2.3. Rate of population outside the labour force

Figure 2.3 presents the trends in the rates of population outside the labour force, disaggregated by different categories. The results show that the recorded rate in 2025 remained almost stable, compared to the estimated value for 2024.

Among the components of the population outside the labour force, available non-job seekers constitute a substantial category. In Rwanda, the majority of the population in this category are engaged in subsistence farming accounting for 70 % in 2025. The proportion of the working-age population falling into this category increased by 2.3 percentage point in 2025 compared to the estimate of 2024.

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” due to labour market-related reasons, such as past failure to find a suitable job, lack of experience or qualifications, a mismatch between available jobs and their skills, lack of job opportunities in their area, or the belief that they are considered too young or too old by prospective employers. In 2025 the proportion of discouraged jobseekers within the working-age population remained almost stable compared to the 2024 estimate.

**Figure 2.3: Trends of outside labour force rates and potential labour force**



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

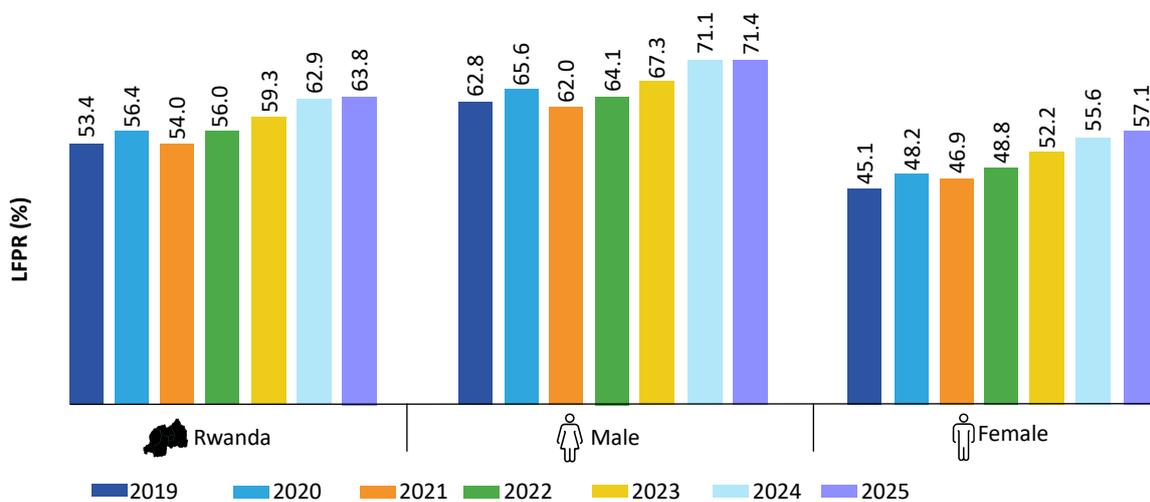
# Characteristics of population in labour force

## 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, remained constant in 2025 compared to 2024. The rate increased by 1.5 percentage points among female and remained constant among male population in the same period.

Generally, the labour force participation rate is higher among the male population than the female population over time. The gender gap in labour force participation rate was 14.3 percentage points in 2025 and it decreased by 1.2 percentage points compared to the situation in 2024.

**Figure 3.1: Labour force participation rate by sex**

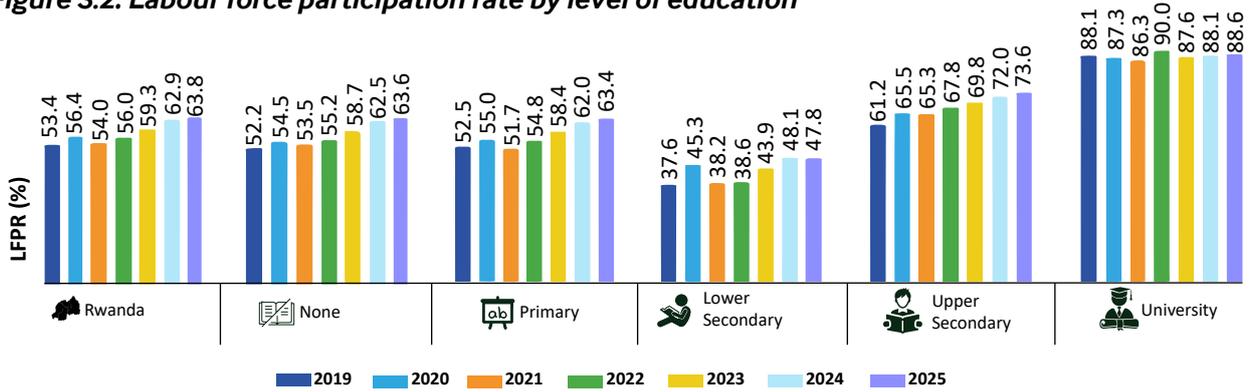


**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

## 3.2 Labour force participation by education

The analysis of the labour force participation rate by educational attainment shows that it was higher among individuals with relatively higher levels of education compared to those with lower levels of education over time. A comparison of 2025 with 2024 indicates a slight increase in the labour force participation rate among individuals within upper secondary and primary levels of education.

**Figure 3.2: Labour force participation rate by level of education**



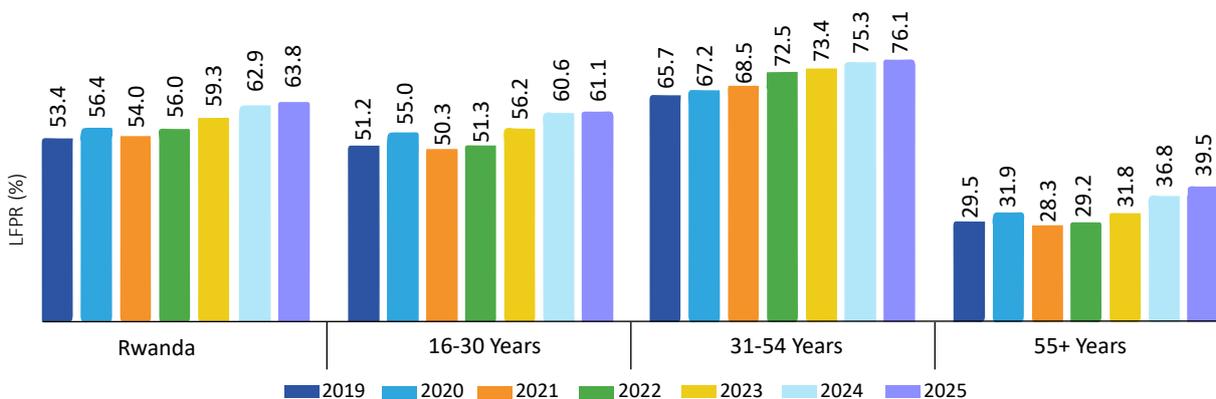
**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

### 3.3 Labour force participation by age group

In 2025, the labour force participation rate among youth aged 16 to 30 years was 61.1 %, remaining constant compared to one year back 2024. In contrast, the rate slightly increased by around 1 percentage points among individuals aged 31 to 54 years and by 2.7 percentage points among those aged 55 years and above.

Generally, the labour force participation rate remains higher among the population aged 31-54 years compared to the other age groups.

**Figure 3.3: Labour force participation rate by age group**



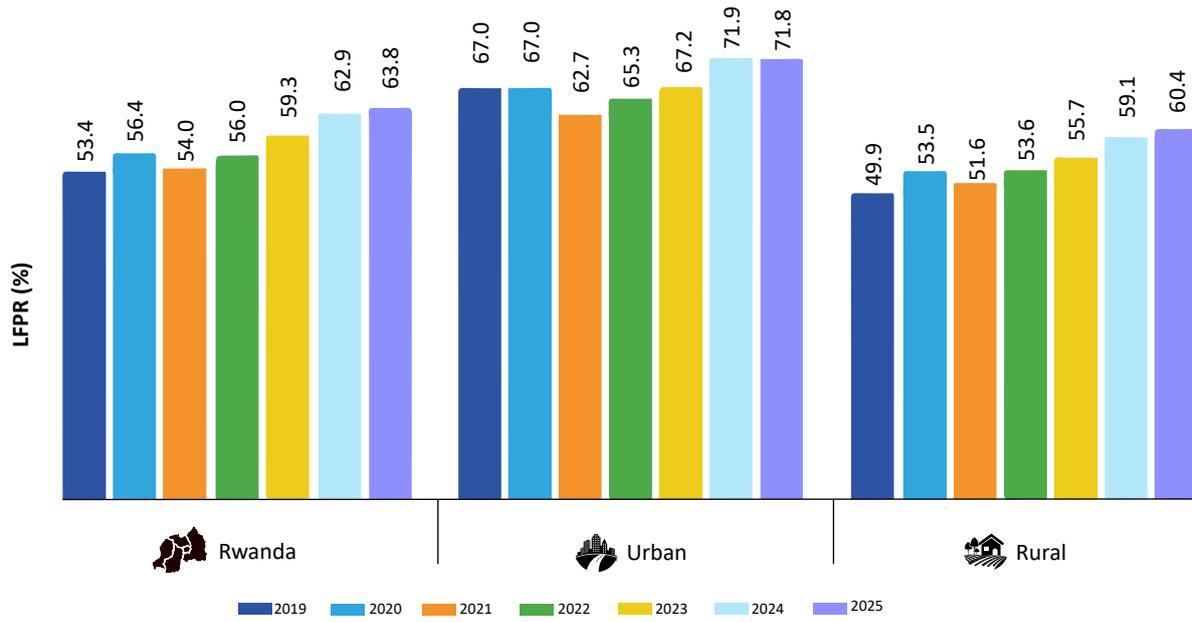
**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

### 3.4 Labour force participation by area of residence

An analysis of labour force participation rates by area of residence reveals a persistent disparity with urban areas registering higher rates compared to rural areas in 2025. This can be attributed to the diversity of job opportunities available in urban areas. It could also be attributed to the fact that most people in rural areas are involved in subsistence agriculture. The gap between urban and rural labour force participation rates decreased from 12.8 percentage points in 2024 to 11.4 percentage points in 2025.

The comparison of 2025 and 2024 reveals that the labour force participation rate increased by 1.3 percentage points in rural area and remained constant in urban area.

**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

According to the resolution concerning statistics of work, employment, and labour underutilization as defined by the 19<sup>th</sup> International Conference of Labour Statisticians (ICLS), held in 2013, persons of working age are classified as employed if, during a short reference period of 7 days or one week,

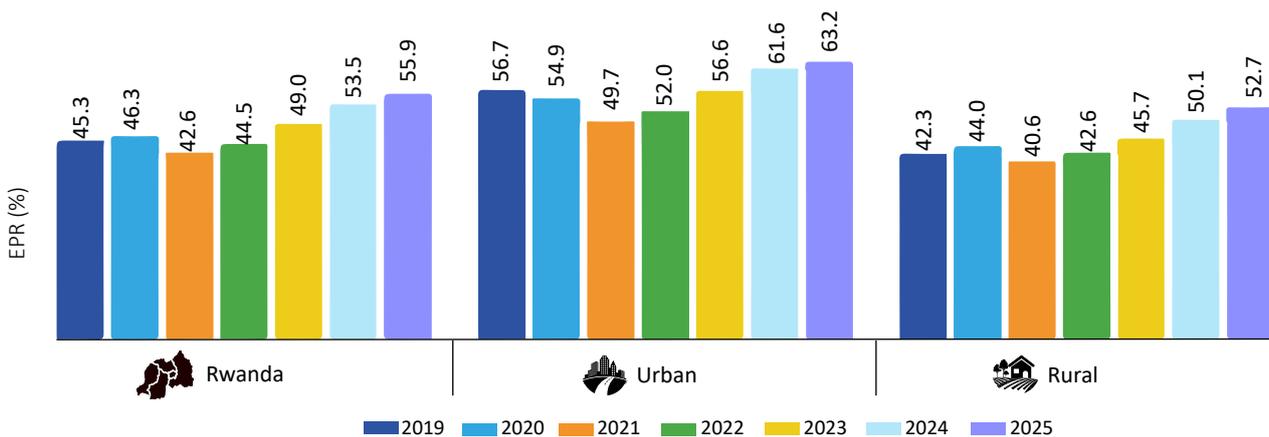
- (i) They did some work (even for just one hour) for profit or pay, in cash or in kind.
- (ii) They were attached to a job or had an enterprise from which they were 'temporarily' absent during this period.

## 4.1 Employment to population ratio (EPR)

Aggregate employment generally increases with population growth. Therefore, the EPR serves as a measure of the economy's capacity to generate income-earning jobs for persons who are of working age (16 years and above). It reflects the demand for labour in the economy, particularly in terms of the number of workers. 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 2025, the Employment-to-population ratio was 55.9% representing an increase of 2.4 percentage points compared to the rate observed in 2024. During the same period, the ratio increased by 1.6 percentage points in urban areas and by 2.7 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 in all rounds of the labour force survey. The gap between the employment-to-population ratio in urban and rural areas remained significant in 2025 (10.4 percentage points), it decreased by 1.1 percentage points compared to the gap observed in 2024.

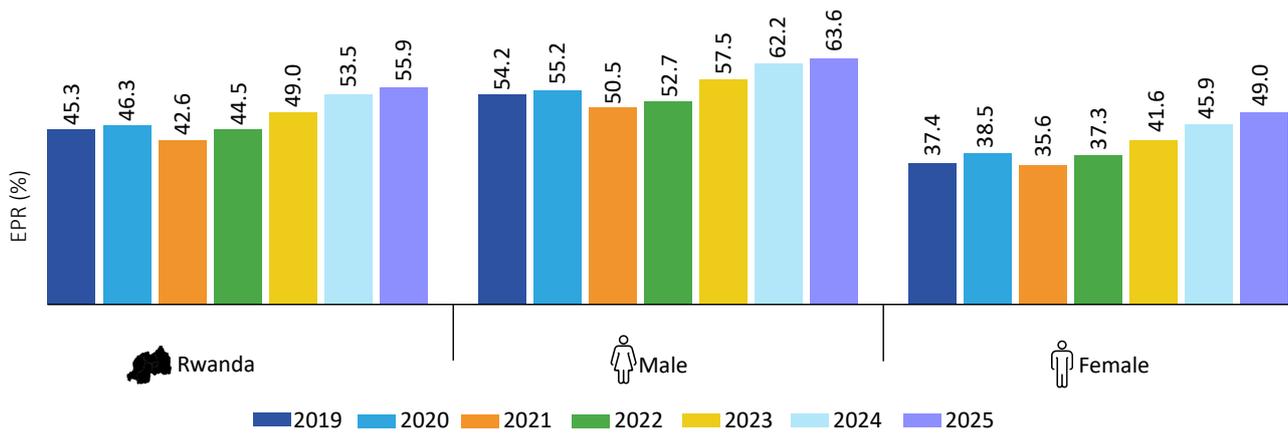
**Figure 4. 1: Employment to population ratio (EPR) by area of residence.**



**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 2025 the employment-to-population ratio increased by 1.4 percentage points among males and 3.1 percentage points among females compared to 2024 estimates. The gender gap in the employment to population ratio remained significant in 2025 at (14.6 percentage points) and it decreased by 1.7 percentage points compared to the gap in 2024 (16.3 percentage points).

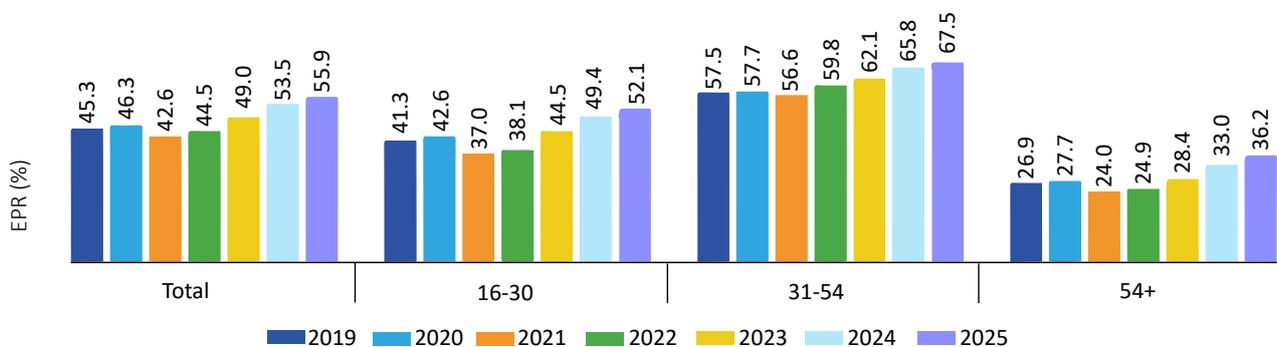
**Figure 4. 2: Employment to population ratio by sex**



**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 2025, the employment-to-population ratio increased in all age groups categories. It increased by 2.7 percentage points and 1.7 percentage points among youth (16-30 years old) and adults in age group 31-54 years respectively, compared to 2024 estimates. In the same way, the employment to population ratio among the population aged 55 years and above increased by 3.2 percentage points during the same period. However, the employment to population ratio in this group remains relatively lower compared to the other age groups as some of the people in this 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 Employment to population ratio of persons aged 25–49 by presence of young children in the household

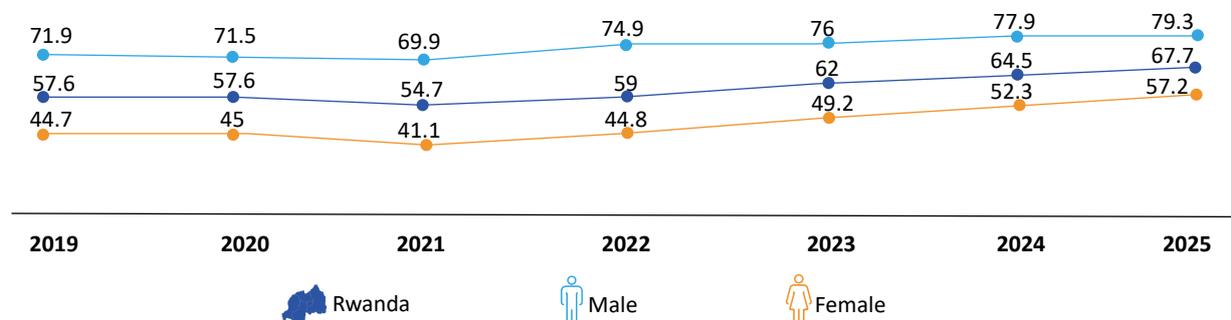
This section presents the employment to population ratio among persons aged 25–49, disaggregated by the presence of children in the household or not. The indicator is defined as the proportion of individuals aged 25–49 who are employed among those living in households with at least one child under the age of three and for those living in households without children. This indicator provides insight into the impact of early childcare responsibilities on labour market participation among prime working-age adults as well as how this relationship differs by sex.

### 4.2.1 Employment rate of persons aged 25–49 living with a child under age 3

Figure 4.4 presents the employment rate of persons aged 25–49 living in households with at least one child under the age of three, disaggregated by sex.

At the national level, the employment rate of persons aged 25–49 living with a child under age 3 increased by 3.2 percentage points between 2024 and 2025. The same general pattern was observed for both males and females (1.4 and 4.9 percentage points respectively). Although, employment rates among females consistently remained lower than those among males. This gender gap of 22.1 percentage points reflects the greater concentration of childcare responsibilities by female during the early stages of child development.

**Figure 4.4: Employment rate of persons aged 25–49 with a child under age 3 living in a household by Sex**



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

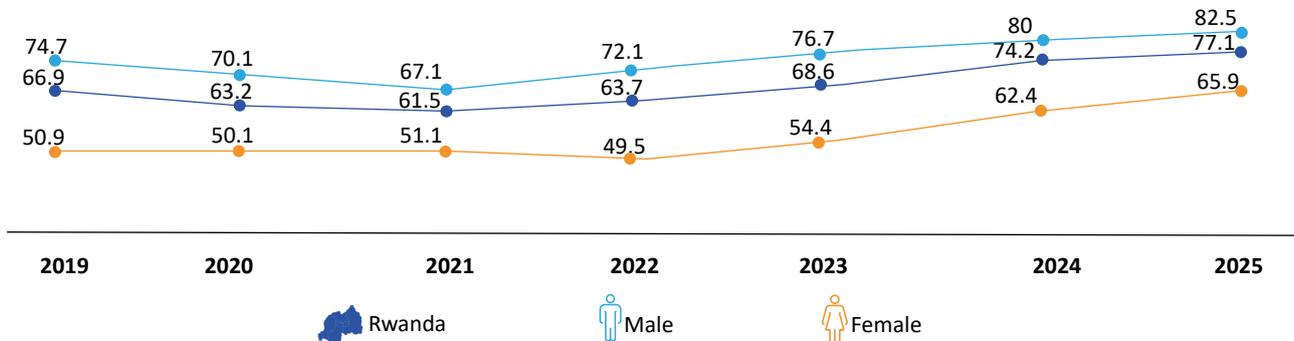
### 4.2.2 Employment rate of persons aged 25–49 living in households with no children

Figure 4.5 presents the employment rate of persons aged 25–49 living in households without children under 18, disaggregated by sex. Employment rates for this group remain higher than those observed among persons living with young children, indicating fewer constraints related to childcare responsibilities.

At the national level, the employment rate among persons living in households with no children increased by 2.9 percentage points between 2024 to 2025. A similar increase was observed for both males by 2.5 percentage points and females by 3.5 percentage points. As in the previous group, males recorded higher employment rates than females. Although the gender gap was 16.6 percentage points in 2025, representing a lower rate compared to the one observed among persons living with very young children.

Overall, the 2025 results remain consistent with previous years, confirming a persistent association between the presence of very young children in the household and lower employment among adults aged 25–49.

**Figure 4.5: Employment rate of persons aged 25-49 with no child living in the household by sex**



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

### 4.3 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 5 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 versus ICSE-93

ICSE-18	ICSE-93
<b>Independent workers</b>	<b>Self-employment jobs</b>
Employers	Employers
<ul style="list-style-type: none"> <li>Employers in Corporations</li> <li>Employers in household market enterprises</li> </ul>	
Independent workers without employees	
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
<b>Dependent workers</b>	<b>Paid employment Jobs</b>
Dependent contractors	
Employees	Employees
<ul style="list-style-type: none"> <li>Permanent employees</li> <li>Fixed term employees</li> <li>Short-term and casual employees</li> <li>Paid apprentices</li> </ul>	

Apart from providing more detail on existing ICSE-93 categories, ICSE-18 also includes a new category named 'dependent contractors', while the former category 'Members of producer cooperatives' is not recognized as an employment category in ICSE-18.

Dependent contract can be defined as an employed person who is not an employee but also not fully independent worker. They are classified in between of both categories. They are not employees because they are working under contractual arrangement and receive a compensation that is not a wage or salary, and they are not benefiting any social security protection from their so-called employers. They are not classified as self-employed because they are not fully independent in their work as they may depend on a single main client for their income, do not have any authority to make strategic decision about the business or are subject to major economic dependency and operational control by other person or entity.

The design of LFS allows the production of status in employment based on both standards (ICSE-93 and ICSE-18) mainly to allow readers understanding the effect of dependent contractor category on the former distribution of employed population according to status in employment based on ICSE-93.

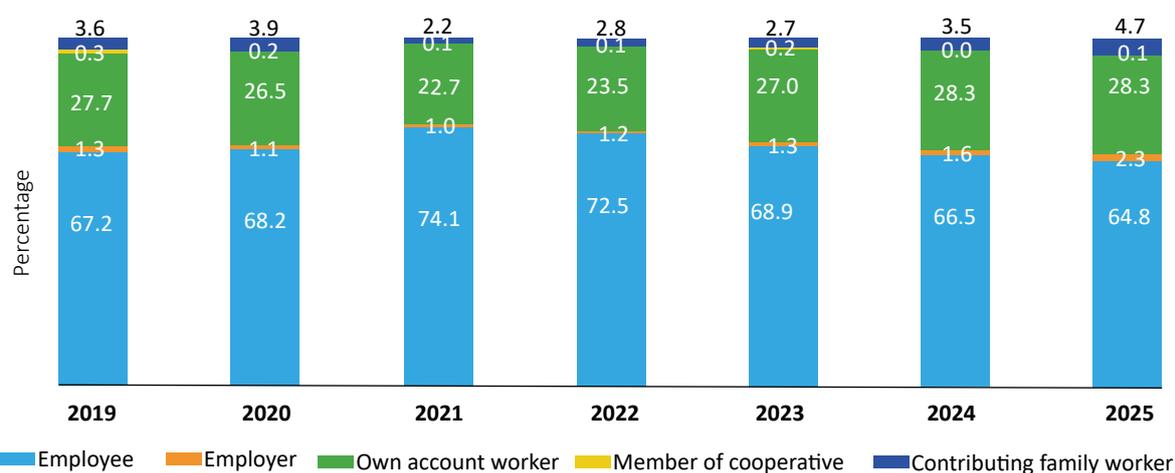
The results in Table 4.1 below reveal that, in 2025 the number of employed populations increased by 7.4 % compared to 2024. It is observed that the category of employees and paid apprentices recorded the highest share of employment across all rounds of the labour force survey followed by own-account workers and contributing family workers. In 2025, the number of employees and paid apprentices increased by 4.7 % compared to 2024. The number of own account worker (without regular employees) increased by 7.4 % while the number of contributing family workers increased by 41.1%.

**Table 4.1: Distribution of employed population (,000) by status in employment.**

Status in employment	2019	2020	2021	2022	2023	2024	2025	% change 2024-2025
<b>Total</b>	<b>3,274</b>	<b>2,661</b>	<b>3,288</b>	<b>3,546</b>	<b>3,959</b>	<b>4,445</b>	<b>4,773</b>	<b>7.4%</b>
Employee	2,199	1,816	2,435	2,570	2,726	2,954	3,093	4.7%
Employer	41	30	32	43	51	73	103	41.1%
Own account worker	906	706	746	833	1,068	1,258	1,351	7.4%
Member of cooperative	11	4	3	3	6	2	3	39.8%
Contributing family worker	116	105	72	97	108	157	223	42.1%

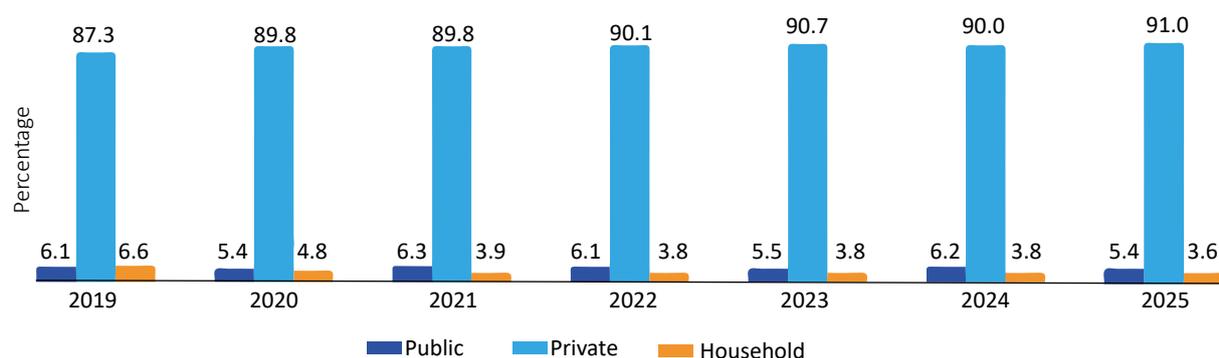
**Source:** National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

Figure 4.6 shows the distribution of employed population by employment status. In 2025, the share of employees and paid apprentices stood at 64.8%, while it was 28.3% for own account workers. Compared with 2024, the share of employees decreased by 1.7 percentage points while the share of own account workers remained stable.

**Figure 4.6: 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 2025, the share of employed population in private sector stood at 91%. It was 5.4% and 3.6% in public and household respectively. The comparison of the estimates of employed population by sector in 2025 and 2024 revealed that the estimates were relatively stable across all employment sectors except private sector which increased by 1 percentage point. The private sector also includes those who were engaged in the cooperatives, and in international/ local non-governmental organizations.

**Figure 4.7: Employed population by sector of employment.**

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

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 LFS 2025 data indicated that employees accounted for the largest share at 59.2 % followed by independent worker without employees (26.9 %), Dependent contractors (8.6 %), Contributing family workers (3 %) and employers (2.3%).

Employees remained the largest employment category across all groups, accounting for 60.1 % among males, 58.1 % among females, 57.9 % among urban areas and 59.9 % among rural areas, they were followed by independent worker without employees, comprising of 25.7% among males, females (28.3%), urban (28%) and rural (26.3%). Dependent contractors ranked third, representing 9.8% among males, females (7.2%), urban (7.8%) and rural (9%).

It is important to note that most of dependent contractors came from employee's category, as the proportion of employees according to the new classification is 5.6 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
<b>Total</b>	4,772,705	2,556,943	2,215,761	1,618,625	3,154,080	100	100	100	100	100
<b>Employers</b>	109,933	66,292	43,641	59,669	50,263	2.3	2.6	2	3.7	1.6
<b>Independent worker without employees</b>	1,283,750	657,413	626,337	453,447	830,303	26.9	25.7	28.3	28	26.3
<b>Dependent contractors</b>	410,228	250,484	159,744	126,632	283,596	8.6	9.8	7.2	7.8	9
<b>Employees</b>	2,825,271	1,536,939	1,288,332	936,641	1,888,630	59.2	60.1	58.1	57.9	59.9
<b>Contributing family workers</b>	143,523	45,815	97,708	42,235	101,287	3	1.8	4.4	2.6	3.2

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

## 4.4 Main occupation

According to the results shown in Table 4.3, elementary occupations accounted the highest share of employment across all year of the labour force survey, followed by service and sales workers, and craft-related trades workers. Furthermore, the results indicate that in 2025, the total employment increased by 7.4%, and increased in all occupational groups with at least 5% of total employment. The highest increase was observed among technicians and associate professionals (19.3%), service and sales workers (18.1%), skilled agricultural, forestry and fishery workers (14.3%), plant and machine operators and assemblers (13.6%), craft and related trades workers (6.5%), and clerical support workers (5.0%)

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

Major Occupation group	2019	2020	2021	2022	2023	2024	2025	%change 2024-2025
<b>Total</b>	<b>3,274</b>	<b>2,661</b>	<b>3,288</b>	<b>3,546</b>	<b>3,959</b>	<b>4,445</b>	<b>4,773</b>	<b>7.4%</b>
Managers	45	39	34	38	39	51	52	1.5%
Professionals	198	147	205	230	243	283	280	-1.0%
Technicians and associate professionals	50	40	42	37	33	69	82	19.3%
Clerical support workers	34	24	32	30	33	44	46	5.0%
Service and sales workers	649	478	468	491	707	823	972	18.1%
Skilled agricultural, forestry and fishery workers	220	177	145	184	224	313	358	14.3%
Craft and related trades workers	273	244	253	292	311	378	402	6.5%
Plant and machine operators and assemblers	98	68	82	95	107	140	159	13.6%
Elementary occupations	1707	1444	2026	2149	2260	2345	2422	3.3%

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

## 4.5 Main Economic activity

According to the results in Table 4.4 below, in 2025, the majority of employed population was engaged in agriculture, forestry, and fishing (39.1 %). Other sectors that employed a substantial number of populations were wholesale and retail trade, repair of motor vehicles and motorcycles (15 %), construction (8.9 %), transportation and storage (7.0 %), manufacturing (5.6 %), education (4.2 %), Accommodation and food services activities (3.9%) and activities of households as employers (3.6 %)

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

ISIC High level	2019	2020	2021	2022	2023	2024	2025
Agriculture forestry and fishing	37.2	40.4	47.7	46.8	43.4	39.9	39.1
Mining and quarrying	2.2	1.7	0.9	1.4	1.3	1.7	1.8
Manufacturing	6.4	5.8	4.8	5.3	5.5	5.7	5.6
Electricity gas steam and air conditioning supply	0.3	0.2	0.2	0.1	0.1	0.1	0.1
water supply, gas, and remediation services	0.2	0.2	0.2	0.2	0.1	0.1	0.2
Construction	9.6	12.6	11.1	10.3	9.8	9.5	8.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	14.8	13.5	10.7	10.5	13	13.8	15.0
Transportation and storage	5.2	4.2	4.8	5.6	5.8	6.8	7.0
Accommodation and food services activities	3	2.6	1.7	2.1	3.1	3.4	3.9
Information and communication	0.4	0.3	0.4	0.2	0.3	0.3	0.4
Financial and insurance activities	1.1	1	1	0.8	0.9	0.8	0.9
Real estate activities	0.1	0.1	0.1	0.1	0.1	0.1	0.2
Professional, scientific, and technical activities	0.8	0.6	0.5	0.7	0.6	0.6	0.7
Administrative and support activities	1.8	2	1.6	1.7	2	2.1	2.2
Public administration and defense; compulsory social security	2.1	1.9	2.1	1.7	1.4	1.9	1.7
Education	3.6	3.1	3.8	4.1	4.2	4.4	4.2
Human health and social work activities	1.4	1.6	1.5	1.4	1.1	1.3	1.0
Arts, entertainment, and recreation	0.3	0.3	0.2	0.2	0.2	0.2	0.2
Other services	2.2	2.8	2.7	2.9	2.8	3.1	3.3
Activities of households as employers	6.6	4.8	4.1	4	4.1	3.9	3.6
Activities of extraterritorial organizations and bodies	0.6	0.2	0.1	0.1	0.1	0.1	0.1

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

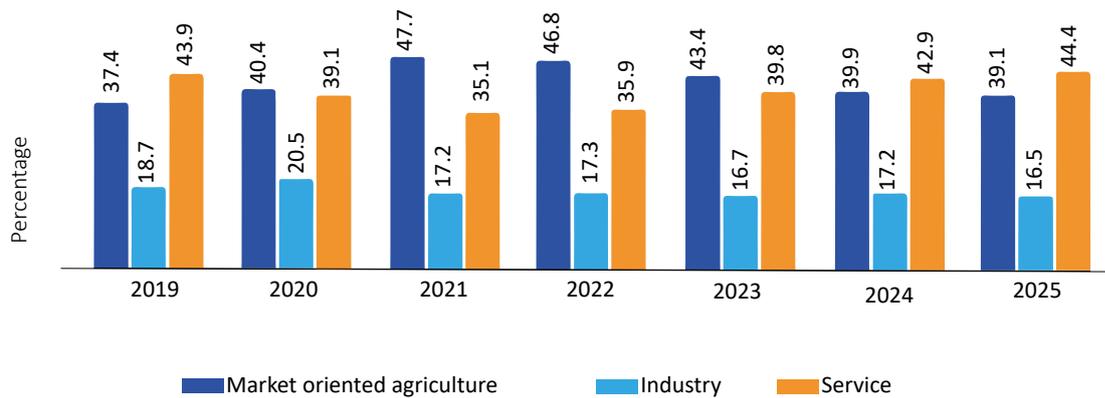
The results in Table 4.5 reveals that in 2025, sixteen branches of economic activity recorded employment increase compared to 2024. The increase among the economic activities with at least 5 % of the total employment was observed in wholesale and retail trade; repair of motor vehicles and motorcycles (16.6 %), transportation and storage (10.6 %), manufacturing (5.6%), and agriculture sector (5.0%) while employment in construction sector remained stable.

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

	2019	2020	2021	2022	2023	2024	2025	% change 2024-2025
<b>Total</b>	<b>3,274</b>	<b>3,461</b>	<b>3,288</b>	<b>3,546</b>	<b>3,959</b>	<b>4,445</b>	<b>4,773</b>	<b>7.4%</b>
Agriculture forestry and fishing	1,219	1,400	1,567	1,660	1,720	1,775	1,865	5.0%
Mining and quarrying	71	57	30	48	50	77	85	11.2%
Manufacturing	209	202	158	187	218	253	267	5.6%
Electricity gas steam and air conditioning supply	9	7	7	4	5	5	3	-32.4%
Water supply, gas, and remediation services	8	7	6	6	3	6	10	81.1%
Construction	315	436	365	366	386	424	423	-0.4%
Wholesale and retail trade; repair of motor vehicles and motorcycles	485	466	351	372	516	613	714	16.6%
Transportational and storage	171	146	157	198	231	300	332	10.6%
Accommodation and food services activities	97	91	54	74	122	153	186	21.5%
Information and communication	12	10	12	8	11	12	17	46.0%
Financial and insurance activities	35	36	34	27	37	37	42	11.7%
Real estate activities	4	4	3	4	5	6	10	51.6%
Professional, scientific, and technical activities	27	21	18	26	25	29	36	23.7%
Administrative and support activities	60	69	53	59	78	94	104	10.5%
Public administration and defense; compulsory social security	68	65	67	61	56	84	82	-2.5%
Education	119	108	124	144	165	197	203	2.7%
Human health and social work activities	46	56	49	48	44	59	49	-17.6%
Arts, entertainment, and recreation	11	10	6	8	9	8	10	26.3%
Other services	72	96	89	101	110	136	159	17.0%
Activities of households as employers	215	167	134	141	163	173	172	-0.3%
Activities of extraterritorial organizations and bodies	21	7	3	4	4	3	3	4.8%

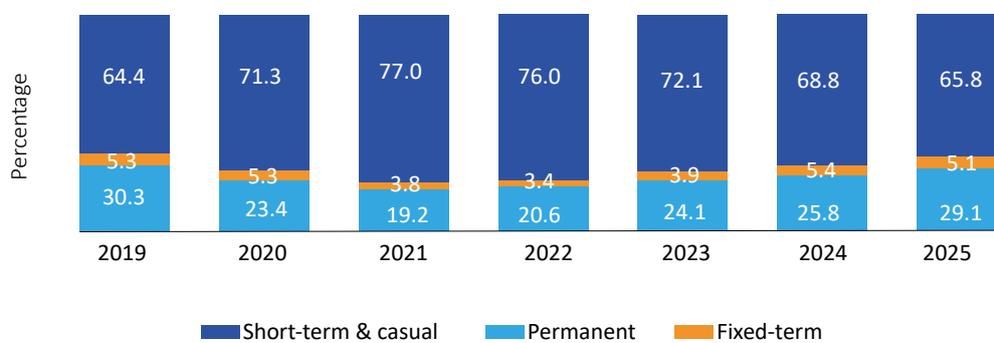
**Source:** National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

The classification of different branches of economic activities into broad sectors, as presented in Figure 4.6 shows that in 2025, the services sector employed 44.4%, reflecting an increase of 1.5 percentage points compared to 2024 while the share of employment in industry sector was 16.5 percent in 2025 and remained relatively stable compared to 2024. Females were more likely to be engaged in market-oriented agriculture accounting for 56.5% of the employment in this sector in 2025, compared to males. In contrast, the proportion of males employed in the industry (76.3%) and services (54%) sectors was higher than that of females.

**Figure 4.8: Share of employment by broad branch of economic activity**

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

The figure 4.9 below shows the distribution of employees by type of employment contract in 2025. The majority of employees (65.8 %) held short-term or casual contracts, although this proportion decreased by 3 percentage points compared to 2024. In contrast, employees with permanent contracts accounted for 29.1%, reflecting an increase of 3.3 percentage points compared to 2024. Meanwhile the share of employees on fixed-term contracts remained relatively stable at around 5%. The results show no significant difference between male and female employees in terms of contract duration. It was also observed that the proportion of employees who have short-term or casual contract decreases as the level of education increases.

**Figure 4.9: Trend of length of employment contract**

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

## 4.6 Informal sector and informal employment according to 17th ICLS (1993)

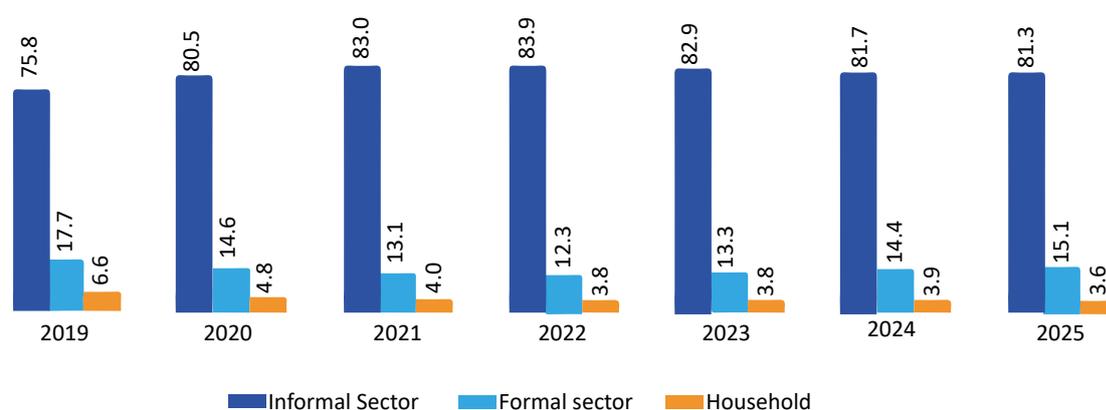
### 4.6.1 Employment in Informal, formal sectors, and household

The concept of informal sector is broadly characterized as unincorporated enterprises owned by households. In such economic units, fixed capital and other assets of the enterprise do not belong to the production units themselves but rather to the owners, and may be used for both production and personal purposes. Production expenditure can hardly be separated from household expenditures. In the context of the LFS, employment in the informal sector was defined as comprising all persons aged 16 years and over who were

engaged in unregistered private business enterprises or registered private business that did not keep written records of accounts. Workers engaged by households were excluded from the classification of employment in the informal sector.

According to the results of the survey, 3,882,077 employed persons were engaged in the informal sector in 2025, corresponding to 81.3 % of total employment. The majority of employed persons in the informal sector were male (53.1 %). In terms of status in employment, employees represented 58 % of informal sector employment, while own-account workers accounted for 34.2 %. A comparison of 2024 and 2025 indicates that the estimates remained relatively stable across all employment sectors.

**Figure 4.10: Percentage distribution of employed population by unit of production**



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

In 2025, informal sector employment sector was mainly concentrated in market-oriented agriculture accounting for 47% of informal sector employment, slightly down from 48 % observed in 2024. This was followed by wholesale and retail trade, repair of motor vehicles and motorcycles (16.7 %), which increased from 15.6 % in 2024. The construction sector accounted for 9.8% of informal sector employment and remained stable compared to 2024. Transport and storage represented 7.9 %, slightly up from 7.7 % in 2024, while manufacturing stood at 5.3 %, remaining stable compared to 2024.

**Table 4.6: Percentage distribution of employed population by sex and unit of production**

LFS data collection year	Production sector unit					
	Informal Sector		Formal sector		Household	
	Male	Female	Male	Female	Male	Female
2019	55.5	44.5	62.6	37.4	45.9	54.1
2020	55.8	44.2	62.1	37.9	37	63
2021	55.7	44.3	61.7	38.3	38.5	61.5
2022	55.7	44.3	62.5	37.5	34.3	65.7
2023	54.8	45.2	61.6	38.4	35.2	64.8
2024	54.7	45.3	58.9	41.1	35.3	64.7
2025	53.1	46.9	61.5	38.5	32.2	67.8

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

#### 4.6.2 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.<sup>1</sup> 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 the 2025 LFS, informal employment accounted almost 91.2% of total employment. While the majority of informal jobs were held by male workers (52.8 %), the informal employment rate was higher among females (92.8 %) compared to males (89.8 %).

**Table 4.7: Percentage distribution of informal and formal job by sex**

LFS data collection year	Sex								
	Male			Female			Both Sexes		
	Formal employment	Informal employment	Don't know	Formal employment	Informal employment	Don't know	Formal employment	Informal employment	Don't know
2019	11.7	87.3	0.9	8.8	90.3	0.9	10.5	88.6	0.9
2020	7.7	92	0.3	6.3	93.4	0.3	7.1	92.6	0.3
2021	10.6	88.9	0.5	8.2	91.2	0.6	9.5	89.9	0.6
2022	10.2	89.4	0.4	7.9	91.8	0.3	9.2	90.5	0.4
2023	10.2	89.2	0.6	7.8	91.7	0.5	9.1	90.3	0.6
2024	9.9	89.3	0.8	7.8	91.6	0.6	8.9	90.4	0.7
2025	9.6	89.8	0.5	6.8	92.8	0.4	8.3	91.2	0.5

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

Table 4.8 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 but decreasing share of persons with informal employment engaged in the formal sector.

<sup>1</sup> ILO, Guidelines concerning a statistical definition of informal employment, Seventeenth International Conference of Labour Statisticians, Geneva, 2003.

**Table 4. 8: Percentage distribution of informal or formal employment by Production units**

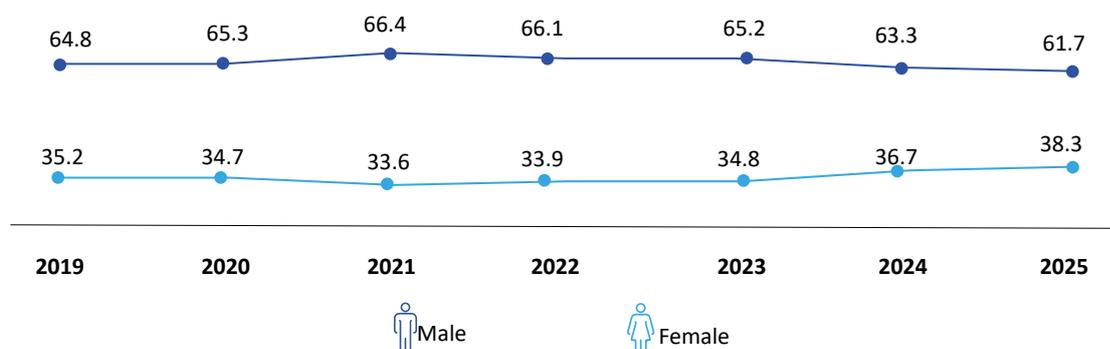
LFS data collection year	Formal and Informal employment (Classification of jobs)								
	Formal employment			Informal employment			Total		
	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household	Informal Sector	Formal sector	Household
2019	0.4	99.5	0.1	85	7.7	7.3	75.8	17.7	6.6
2020	3.5	96.5		90.2	4.6	5.2	83.9	11.2	4.8
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	3.8	96.2	0.1	89.7	6.1	4.3	81.7	14.4	3.9
2025	2.8	97.1	0.1	88.6	7.4	3.9	81.3	15.1	3.6

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

In 2025, the share of persons engaged in informal employment within the formal sector was 2.8%. This category includes, for example, employees with short-term contracts working in a large private corporations or small enterprises but do not receive social security contribution from their employers.

#### 4.6.3 Informal sector outside agriculture

Figure The following diagrams show the composition of non-agriculture informal sector employment by sex. The figure 4.11 indicates that in 2025 just like other passed year, men make-up almost two-third of employment in the informal sector outside agriculture (61.7 %). This is in contrast with the share of men in total informal sector employment (53.6 %), suggesting that there are relatively fewer men than women engaged in informal agriculture holdings. holdings.

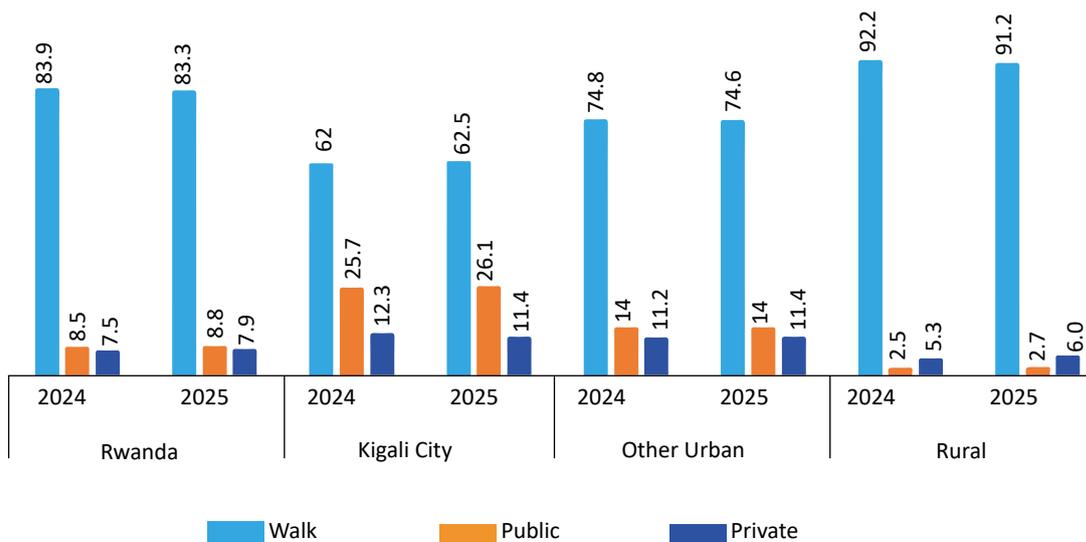
**Figure 4.11: Composition of non-agriculture informal sector employment by sex and urban/rural area**

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

## 4.7 Means of transport by areas of residence in 2025.

Figure 4.12 presents transport means used by employed persons while commuting to and from work. The distribution of means of transport to work in 2025 shows that walking remained the predominant mode of commuting at the national level, accounting for 83.3 % of employed persons, slightly down from 83.9 % recorded in 2024. Public transport and private transport accounted for 8.8 % and 7.9 % respectively, both registering marginal increases compared to the previous year (8.5 % and 7.5 % in 2024). Kigali City continued to exhibit a distinct commuting pattern, with the lowest share of walking (62.5 %, up slightly from 62.0 % in 2024) and the highest share of public transport use (26.1 %, up from 25.7 % in 2024) among all areas of residence. However, private transport in Kigali City declined from 12.3 % to 11.4 % over the same period, suggesting a possible shift from private to public transport among urban commuters. In rural areas, walking decreased from 92.2 % to 91.2 %, while private transport increased from 5.3 % to 6.0 %, indicating a gradual improvement in transport accessibility beyond urban centres. At the national level, the modest decline in walking and the corresponding rise in public and private transport use point to a slow but steady transition toward motorized commuting, though walking continues to be by far the most common means of transport to work across Rwanda.

**Figure 4.12: Means of transport for employed persons, by area of residence.**



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

## 4.8 Working time and income from employment

### 4.8.1 Working time.

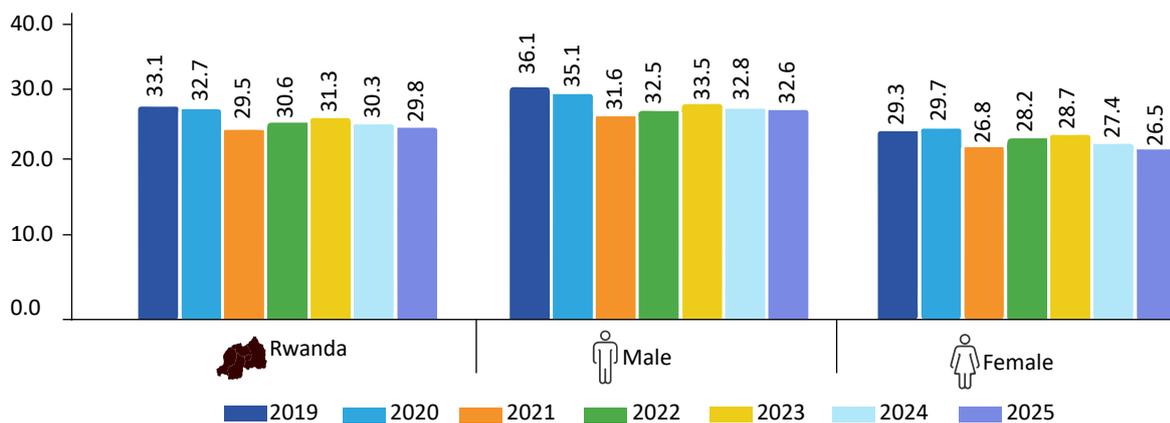
The international definition of employment is expansive covering even one hour of work during the reference week. It is thus important to note that employment is analysed in conjunction with data on hours of work in order to distinguish the various intensities of employment. Data on hours of work are 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:** This refers to the time spent in a job performing activities that contribute to the production of goods and services during a 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:** This refers to 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 4.13 below shows the trend in average hours worked in the reference week. In 2025, the average actual hours worked during the reference period was 29.8 hours. On average, males worked approximately 6 hours more per week than female counterparts.

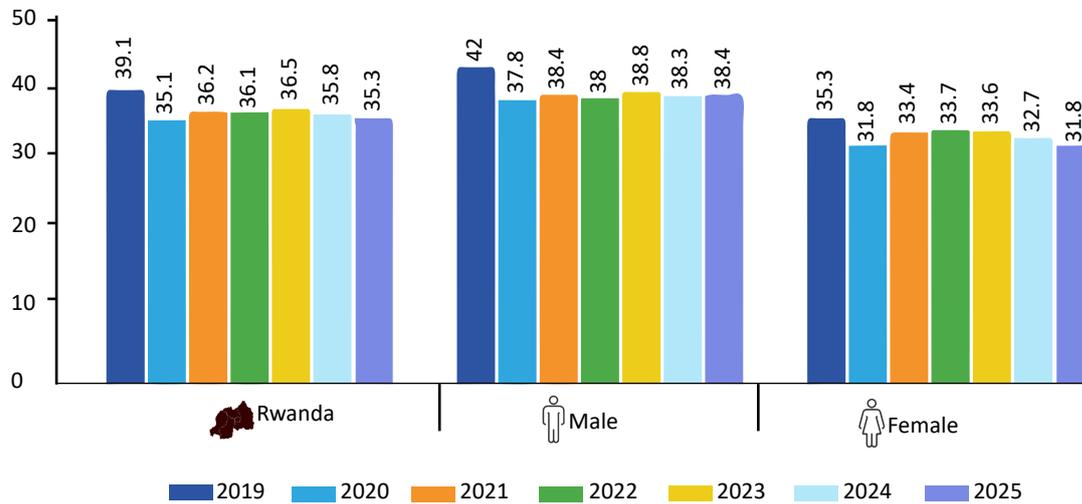
**Figure 4.13: Average actual hours worked per week.**



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

Figure 4.14 shows the trend in average usual number of hours worked per week by employed persons. In 2025, the average usual worked hours stood at 35.3 hours per week. It further indicates that employed males usually worked approximately 6.6 hours more per week than the employed females on average. A comparison between 2024 and 2025 indicates that average usual hours worked per week remained relatively stable.

**Figure 4.14: Average usual hours worked per week.**



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

#### 4.8.2 Income from employment

In the LFS, an attempt has been made to measure cash income from employment at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation between self-employment and paid employment jobs, the international definition of *employment-related income* distinguishes between paid employment and self-employment.<sup>2</sup> For 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. For self-employment, the concept is defined as the difference between the gross value of output and operating expenses.

<sup>2</sup> ILO, *Resolution concerning the measurement of employment-related income*, Sixteenth ICLS, October 1998. For the sake of simplicity, the term “income from employment” is used in this chapter in preference to the more exact term “employment-related income”.

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

Period of Payment	2020		2021		2022		2023		2024		2025	
	Number of responses	Median income										
<b>Total</b>	<b>10,422</b>		<b>12,763</b>		<b>13,064</b>		<b>13,618</b>		<b>20,545</b>		<b>21,344</b>	
Month	3,968	45,000	3,744	45,000	3,687	50,000	4,550	50,000	5,680	50,000	6,267	50,000
Two weeks	172	14,000	98	18,350	62	17,750	78	15,000	260	18,000	277	20,000
One week	451	6,000	475	5,000	539	4,000	597	5,700	516	6,000	505	10,000
One day	5,831	1,000	8,446	1,000	8,776	1,000	8,393	1,200	14,089	1,200	14,295	1,500

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

Given that respondents are generally reluctant about providing information on their income in surveys, the LFS questionnaire was designed to facilitate the reporting of such data as easy as possible. A series of questions (D12 to D19) thus begun by asking paid employees the amount of cash they earned at their main job the last time they were paid, followed by question on the period covered by that payment. In cases where respondents refused to provide the information or did not know the amount; another question was asked using income ranges rather than exact figures. Similar questions were designed for in-kind income and income from self-employment. The analysis of the data is limited to cash income from employment at main job for paid employees , as more reliable data could be obtained for this category..

Table 4.8 shows the period of coverage of last payment of paid employees at main job. In 2025, about 29.5 % of employees reported that their last cash payment covered one month, 1.3 % of paid employees, the last payment covered two weeks, 2.4 % covered one week, and 66.8 % covered one day. In 2025, the corresponding median monthly cash payment was 50,000 RWF and it remained stable compared to 2024, the median two-week cash payment was 20,000 RWF; it increased by 2,000 RWF , the median one-week cash payment was 9,400RWF; it increased by 3400 RWF compared to 2024 and the median daily cash payment was 1,500 RWF and; it increased by 300 RWF as compared to 2024.

Table 4.9 presents the resulting size distribution of cash monthly income from employment of employees. According to these results, in 2025 the substantial part of paid employees (7.1%) earns less than 20,000 RWF per month and this share decreased from 10 % recorded in 2024. It is also observed that in 2025 about 36 % of paid employees earn a monthly income less than 30,000 RWF and this share decreased by 4.5 percentage points compared to 2024. The proportion of employees whose monthly income is 100,000RWF or above in 2025 was 20.8 % , up from 19% observed in 2024. The monthly median income of employees was about 39,000 RWF in 2025 and it increased by 4,000 RWF compared to 2024 while the mean monthly income was 83,110 RWF in 2025, and it increased by 9,111 RWF compared to 2024.

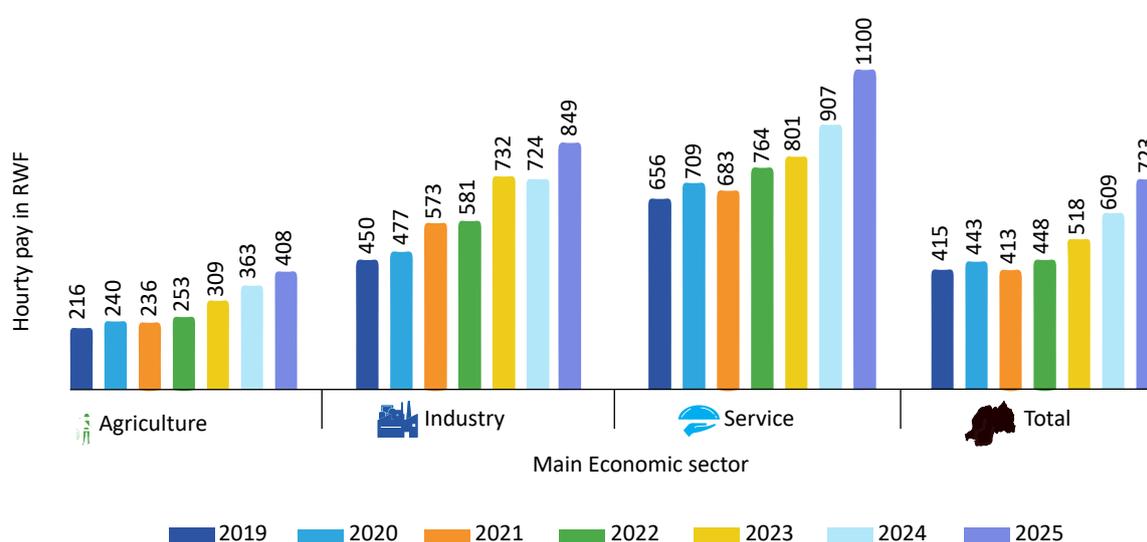
**Table 4. 9: Size distribution of harmonized monthly income from employment**

Monthly income from employment (RWF)	2020		2021		2022		2023		2024		2025	
	Number of paid employees	%										
<b>Total</b>	<b>1,815,616</b>	<b>100</b>	<b>2,434,750</b>	<b>100</b>	<b>2,434,750</b>	<b>100</b>	<b>2,570,193</b>	<b>100</b>	<b>2,954,341</b>	<b>100</b>	<b>3,092,514</b>	<b>100</b>
Less than 20000 RFW	609,255	33.6	803,757	33.0	803,757	27.8	714,537	14.0	309,631	10.5	220,128	7.1
20000-29999 RFW	482,527	26.6	765,224	31.4	765,224	34.1	877,280	36.8	885,480	30.0	884,874	28.6
30000-49999 RFW	233,978	12.9	277,985	11.4	277,985	11.4	293,521	17.5	664,175	22.5	724,251	23.4
50000 - 99999 FRW	244,052	13.4	290,507	11.9	290,507	12.6	323,823	14.6	506,246	17.1	612,659	19.8
100000 and above RFW	239,886	13.2	282,178	11.6	282,178	13.7	351,920	16.4	561,299	19.0	642,255	20.8
Not stated	5,918	0	15,099	0.6	15,099	0.4	9,113	0.7	27,511	0.9	8,348	0.3
<b>Median</b>	<b>26,000</b>		<b>26,000</b>		<b>26,000</b>		<b>26,000</b>		<b>35,000</b>		<b>39,000</b>	
<b>Average</b>	<b>62,590</b>		<b>53,665</b>		<b>58,792</b>		<b>68,086</b>		<b>73,999</b>		<b>83,110</b>	

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

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 of employees was 723 RWF per hour in 2025 and it increased by 114 RWF compared to 2024, and the corresponding values were 408 RWF per hour in agriculture, 849 RWF per hour in industry and 1100 RWF per hour in services in 2025. In 2025, the hourly cash income increased in all broad branch of economic activity as compared to 2024 and it is the highest recorded among all years since 2019.

**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), Rwanda Labour Force Survey (RLFS), 2022

## 4.9 Job creation

The government of Rwanda through the National strategy for transformation had a target of creating 1,250,000 decent and productive jobs during the period of 5 years from 2024 to 2029 (around 250,000 jobs annually). The methodology used here focuses on the quantity of job gains or losses. The methodology used

in the past was the calculation of the difference in employment stock between two consecutive points of data collection, 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 2024 and 2025 was calculated based on the stock of off-farm jobs recorded in 2024 and 2025. The results presented in the table 4.10 show that off-farm jobs increased by 8.9 % corresponding to the net job gain of 238,491 off farm jobs between 2024 and 2025.

The analysis of job gains and loss across major economic sectors illustrates that the sector contributing most significantly to job gain in absolute terms were as follows: Wholesale and retail trade; repair of motor vehicles and motorcycles, with 101,665 job gains corresponding to an annual increase of 16.6%. This was followed by accommodation and food service activities, with approximately 32,950 job gains representing a 21.5% annual increase. Additional sectors with notable job gains included transportation and storage 31,937 jobs corresponding to 10.6% annual increase, other services with approximately 23,172 jobs corresponding to 17 % annual increase, manufacturing with approximately 14,270 jobs gains equivalent to 5.6 % annual increase, administrative and support activities (9,868 jobs) and mining and quarrying (8,632 jobs).

**Table 4. 10: Net change in employment at main Job from 2024 to 2025**

ISIC High level	2019	2021	2022	2023	2024	2025	Net Job Changes (2024-2025)	Annual change rate
Mining and quarrying	71,205	29,928	48,380	49,968	76,866	85,498	8,632	11.2%
Manufacturing	208,828	157,979	187,297	217,799	252,684	266,954	14,270	5.6%
Electricity gas steam and air conditioning supply	9,237	7,040	3,815	5,377	4,929	3,331	-1,598	-32.4%
water supply, gas, and remediation services	7,550	5,692	5,974	2,693	5,621	10,178	4,557	81.1%
Construction	314,968	365,234	366,450	386,365	424,224	422,597	-1,627	-0.4%
Wholesale and retail trade; repair of motor vehicles and motorcycles	485,377	350,958	372,408	515,948	612,647	714,312	101,665	
Transportation and storage	170,553	156,808	197,886	231,489	300,076	332,013	31,937	10.6%
Accommodation and food services activities	96,982	54,396	73,519	122,162	153,171	186,121	32,950	21.5%
Information and communication	11,515	12,026	8,228	11,279	11,978	17,492	5,514	46.0%
Financial and insurance activities	34,999	34,407	27,029	36,775	37,384	41,772	4,388	11.7%
Real estate activities	4,260	2,718	3,654	4,977	6,434	9,750	3,316	51.5%
Professional, scientific and technical activities	26,932	17,569	26,217	25,247	28,795	35,630	6,835	23.7%
Administrative and support activities	59,853	52,713	58,991	77,547	94,129	103,997	9,868	10.5%
Public administration and defense; compulsory social security	68,189	67,489	60,590	56,093	84,141	82,027	-2,114	-2.5%
Education	118,626	124,340	143,995	164,997	197,265	202,560	5,295	2.7%
Human health and social work activities	46,020	48,685	48,447	43,905	59,120	48,722	-10,398	-17.6%
Arts, entertainment and recreation	11,371	6,179	7,521	9,452	8,187	10,341	2,154	26.3%
Other services	72,226	89,366	101,455	109,800	136,304	159,476	23,172	17.0%
Activities of households as employers	215,290	134,313	140,733	162,606	172,859	172,403	-456	-0.3%
Activities of extraterritorial organizations and bodies	20,546	2,741	3,577	4,259	2,770	2,902	132	4.8%
<b>Total</b>	<b>2,054,527</b>	<b>1,720,581</b>	<b>1,886,167</b>	<b>2,238,739</b>	<b>2,669,584</b>	<b>2,908,075</b>	<b>238,491</b>	<b>8.9%</b>

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

A question regarding the total experience of employed person was asked and the responses were recorded into years of experience. A response of 0 years indicates that the persons got employed in 12 months prior to the interview or that the accumulated experience across various periods of employment is lower than a year. However, given that the majority of person having 0 year of experience are young people (88.4 % in 2025), 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 working experience in 2025 (347,359 persons) was less than the number registered in 2024 (358,564 persons). The economic activities which offered relatively high number of employment opportunities to young people include agriculture, wholesale and retail trade; repair of motor vehicles and motorcycles, agriculture, 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	2019	2021	2022	2023	2024	2025
Agriculture forestry and fishing	47,698	41,255	42,911	48,343	70,961	67,757
Mining and quarrying	4,397	1,341	3,293	4,367	6,727	5,122
Manufacturing	16,509	12,085	16,517	16,510	24,313	22,071
Electricity gas steam and air conditioning supply	877	349		654	97	300
water supply, gas and remediation services	267	973	96		290	825
Construction	21,773	20,118	23,409	20,583	34,792	32,225
Wholesale and retail trade; repair of motor vehicles and motorcycles	36,914	22,386	27,815	37,613	69,366	69,670
Transportation and storage	8,473	7,097	11,556	16,581	23,539	21,673
Accommodation and food services activities	8,180	3,519	5,774	12,623	22,231	19,500
Information and communication	442	669	103	1,499	1,730	3,060
Financial and insurance activities	2,670	2,177	2,840	1,968	4,791	3,537
Real estate activities	371		66	402	99	74
Professional, scientific, and technical activities	1,776	735	1,385	3,597	3,656	1,991
Administrative and support activities	5,568	4,628	5,206	5,406	8,651	8,578
Public administration and defense; compulsory social security	1,841	805	2,440	1,500	4,953	4,289
Education	6,072	11,892	8,834	9,875	8,786	10,594
Human health and social work activities	809	1,472	2,949	2,966	5,628	1,811
Arts, entertainment and recreation	989	156	601	431	1,035	1,267
Other services	3,412	3,949	6,346	5,684	14,112	17,757
Activities of households as employers	53,707	28,583	34,409	44,728	52,685	55,258
Activities of extraterritorial organizations and bodies	1,039				121	
<b>Total</b>	<b>223,781</b>	<b>164,189</b>	<b>196,548</b>	<b>235,332</b>	<b>358,564</b>	<b>347,359</b>

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

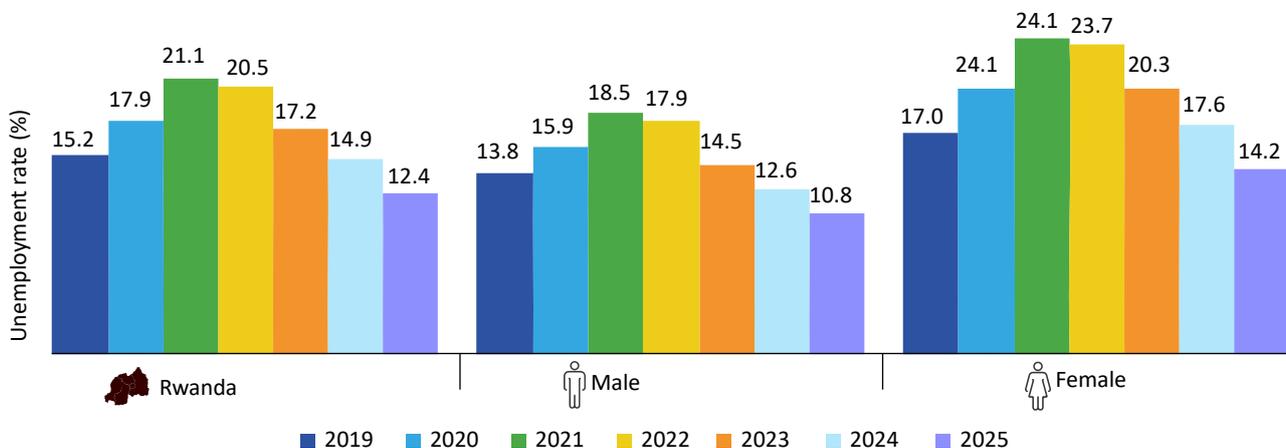
# Unemployment and Labour Underutilization

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 an unmet need for employment among the population. It includes unemployment, time-related underemployment, and the potential labour force. 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.

## 5.1 Unemployment rate

The unemployment rate is defined as the ratio of unemployed persons to the total labour force. It serves as the most used indicator of the labour market and is often used in a general sense as a measure of overall economic health, not just the labour market. According to the LFS results of year 2025, the unemployment rate in Rwanda stood at 12.4%, reflecting a decrease of 2.5 percentage points compared to 14.9% recorded in 2024. As illustrated in Figure 5.1, the unemployment rate in 2025 was higher among females (14.2%) than among males (10.8%). In comparison with observed estimates from 2024, the unemployment rate decreased by 1.8 percentage points among males and by 3.4 percentage points among females.

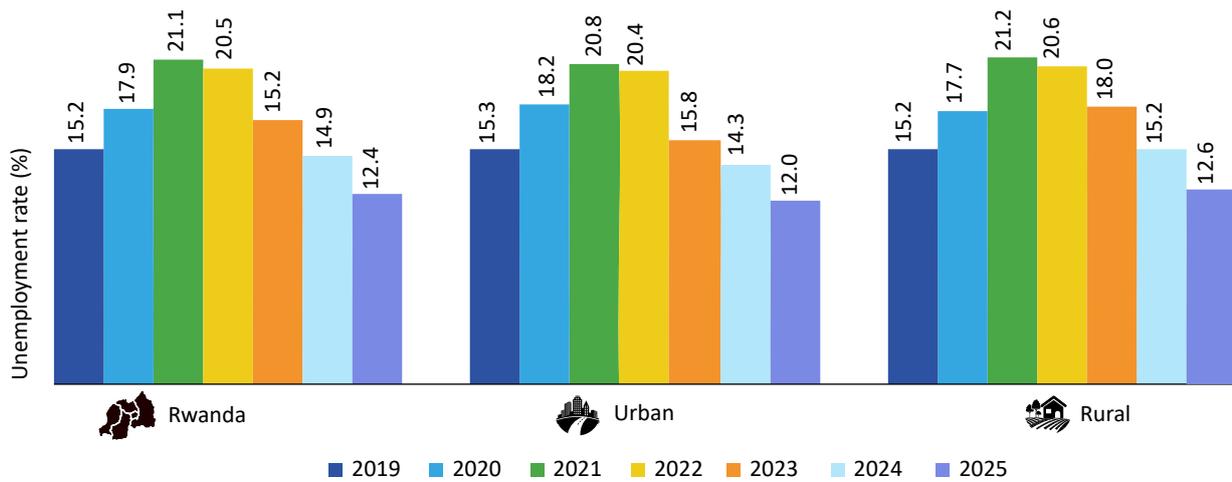
**Figure 5. 1: Unemployment rate by sex.**



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

Figure 5.2 shows that in 2025, the unemployment rate was nearly the same in rural and urban areas, at 12.6% and 12% respectively. A comparison between 2025 and 2024 indicates that the unemployment rate decreased by 2.6 percentage points in rural areas and by 2.3 percentage points among in urban areas.

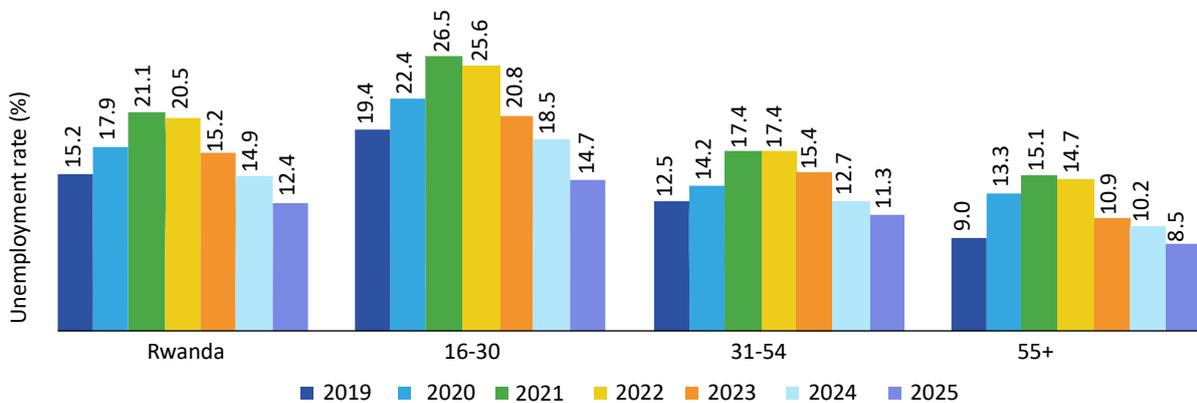
**Figure 5.2: Unemployment rate by area of residence.**



**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 aged 16 to 30 years. The results indicate that the unemployment rate among the youth has been relatively higher than that of adults over time. A comparison of the 2025 survey results with the ones obtained in 2024 shows that the unemployment rate decreased by 3.8 percentage points among youth population, 1.4 percentage points among persons aged 31-54 years, while it decreased by 1.7 percentage points among adults aged 55 years and above.

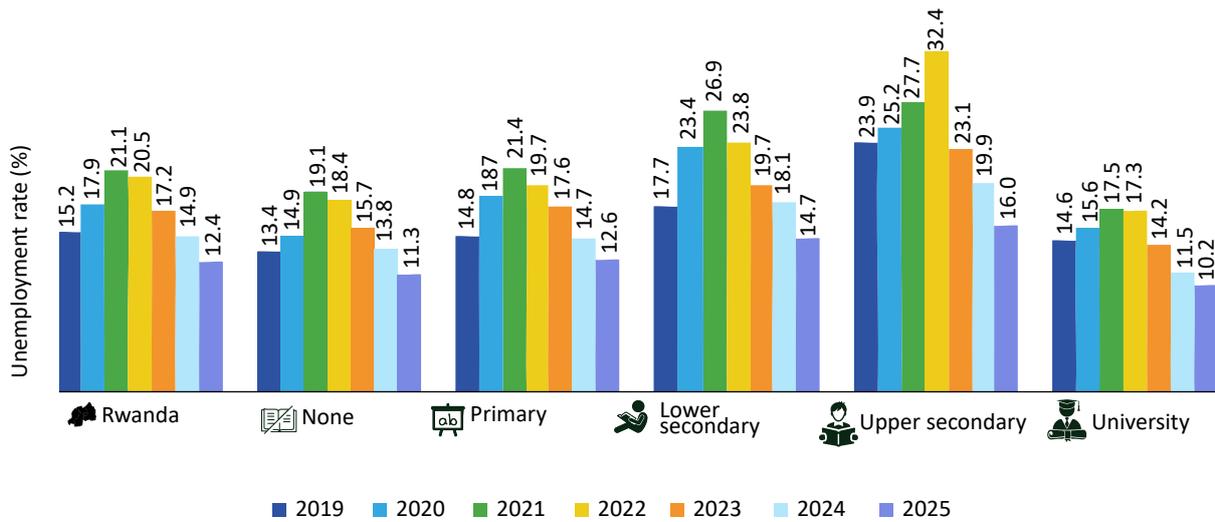
**Figure 5.3: Unemployment rate among youth and Adult**



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

Figure 5.4 presents the trends of unemployment rate by educational attainment. In 2025, the highest unemployment rate was observed among persons with upper secondary education(16.0%), down by 3.9 percentage points compared to 2024. This was followed by individuals with lower secondary education who (14.7%) , down by 3.4 percentage points over the same period. In contrast, the lowest unemployment rate was observed among university level holders(10.2%), down from 11.5% recorded in 2024. Meanwhile, persons with no formal level of education and those with primary education recorded unemployment rates of 11.3 % and 12.6%, respectively.

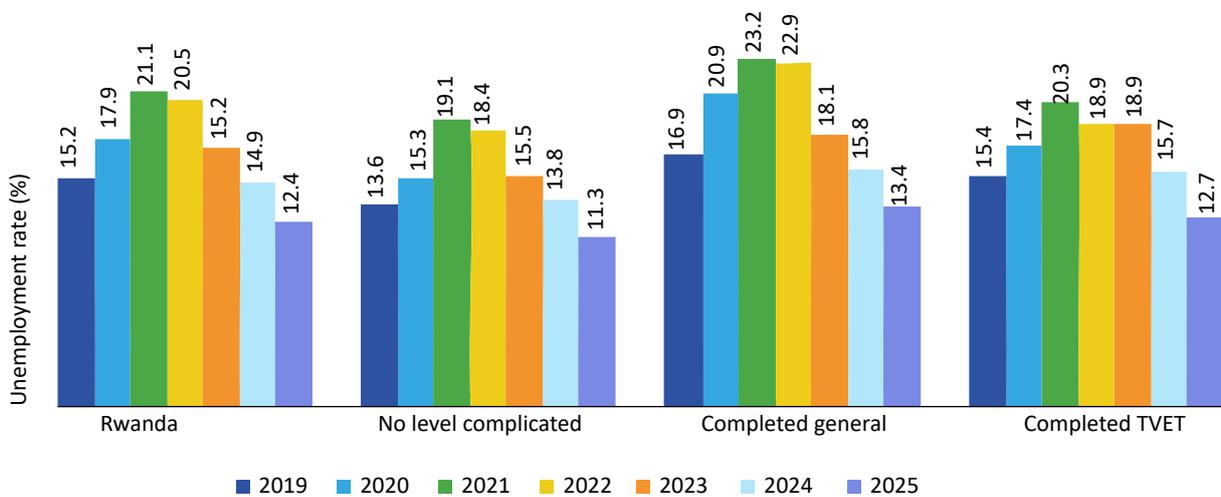
**Figure 5. 4: Unemployment rate by educational attainment**



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

The unemployment rate in 2025 was slightly higher among persons who completed general education (13.4%) compared to those who completed TVET (12.7%). Relative to 2024, the employment rate decreased across all levels of educational attainment.

**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 used more than one method for seeking employment during the specified reference period. In 2025, the most frequent method of job search included seeking assistance from friends, relatives, or other types of intermediaries (46%), checking at factories worksite (33.5%), seeking for financial help to start a business (9.2 %) and waiting on the street to be recruited (7.7%). Other methods of job search were applying to prospective employers (7.9%), placing or answering Job advertisement (4.6%),

registering with Public or private employment centers (2.2%), looking for land, buildings, equipment or materials to start a business (2.4%) and taking a test or interview (1,6 %).

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 carrying out activities to seek 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 shows that 16.4 % of the unemployed persons who reported their duration of job search were long-term unemployed, i.e., seeking employment for 12 months or more in 2025. This proportion decreased by 1.8 percentage points compared to 2024. However, most unemployed persons were seeking employment for less than three months (57.7 % in 2025). 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		2025	
	Number of unemployed reporting duration of job search	%	Number of unemployed reporting duration of job search	%	Number of unemployed reporting duration of job search	%	Number of unemployed reporting duration of job search	%	Number of unemployed reporting duration of job search	%	Number of unemployed reporting duration of job search	%
<b>Total</b>	<b>541,976</b>	<b>100</b>	<b>840,300</b>	<b>100</b>	<b>892,022</b>	<b>100</b>	<b>790,748</b>	<b>100</b>	<b>763,731</b>	<b>100</b>	<b>655,234</b>	<b>100</b>
Less than 3 months	249,425	46	399,335	47.5	436,098	48.9	417,310	52.8	414,097	54.2	377,768	57.7
Less than 6 months	123,535	22.8	189,581	22.6	196,656	22	167,850	21.2	151,185	19.8	123,732	18.9
Less than 12 months	56,053	10.3	94,704	11.3	84,662	9.5	71,568	9.1	59,400	7.8	46,537	7.1
1 year to less than 2 years	59,092	10.9	84,854	10.1	80,236	9	68,586	8.7	68,042	8.9	54,956	8.4
2 years and above	53,871	9.9	71,826	8.5	94,371	10.6	65,433	8.2	71,006	9.3	52,241	8

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

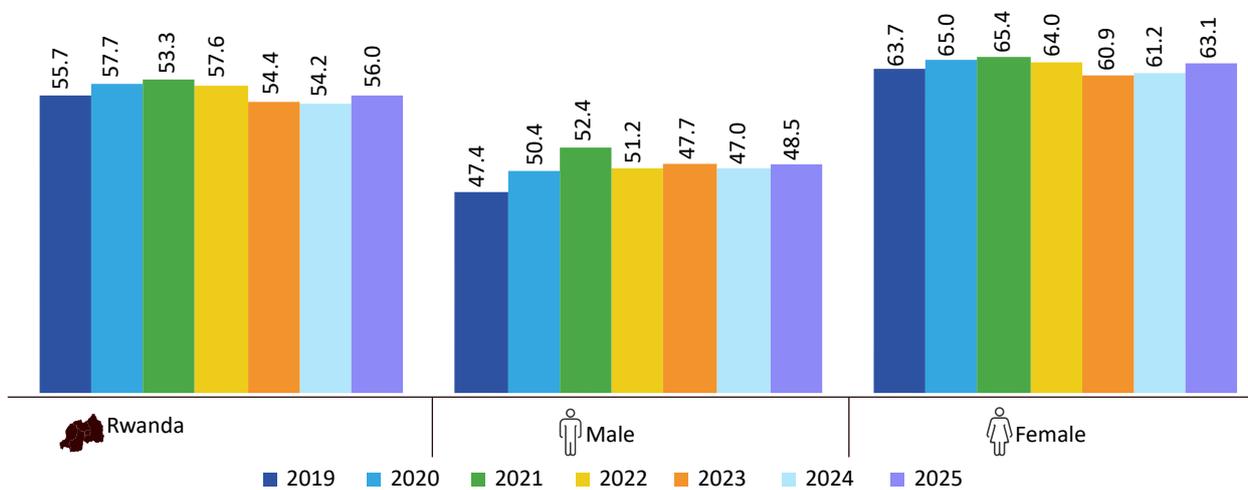
In 2025, the median reported duration of search for employment among unemployed was months without work and trying to find a paid job or start a business. It represents the median duration of job search until the date of the survey.<sup>3</sup> However, the duration of unemployment continues after the survey. The median duration of completed spells of unemployment may be estimated as twice the duration of the interrupted spells of unemployment (2x2=4 months).

<sup>3</sup> 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.

### 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 (currently available for employment but did not carry out activities to seek employment). The results presented in figure 5.6 illustrate that the composite measure of labour underutilization rate was 56 % in 2025, and it increased by 1.8 percentage points compared to 2024. The labour underutilization rate was higher among females (63.1 %) than males (48.5 %). It increased by 1.5 percentage points among males and 1.9 percentage points among females from 2024 to 2025.

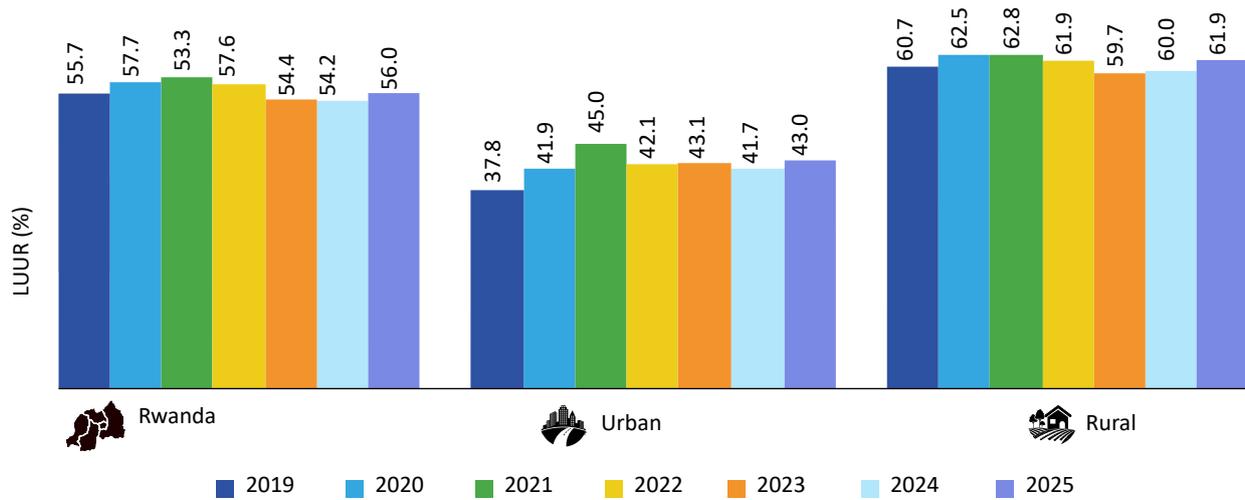
**Figure 5. 6: Labour under-utilization rate by sex**



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

The results presented in figure 5.7 below illustrate that the labour underutilization rate was higher in rural areas than urban areas of Rwanda. The comparison of 2024 and 2025 reveals that labour underutilization increased by 1.9 percentage points in rural areas and by 1.3 percentage points in urban areas.

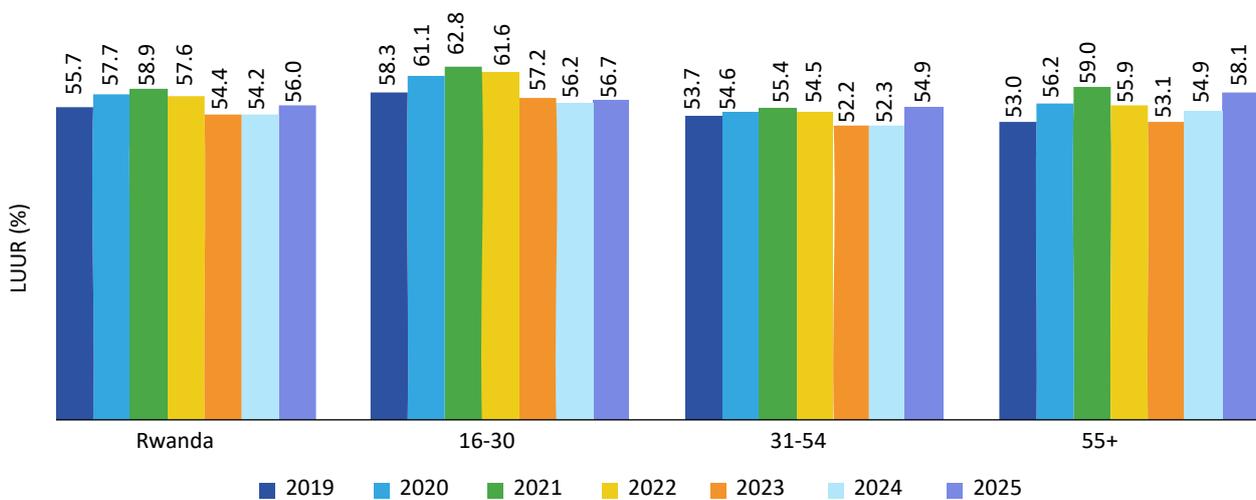
**Figure 5. 7: Labour under-utilization rate by area of residence.**



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

Figure 5.8 presents the results of the labour underutilization rate by age group. It was observed that the labour underutilization rate among youth remained constant in 2025. This rate increased by 3.2 percentage points among persons aged 55 years and above, and by 2.6 percentage points for persons aged 31-54 years.

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



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

# 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, and unpaid trainee or apprentice 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.”

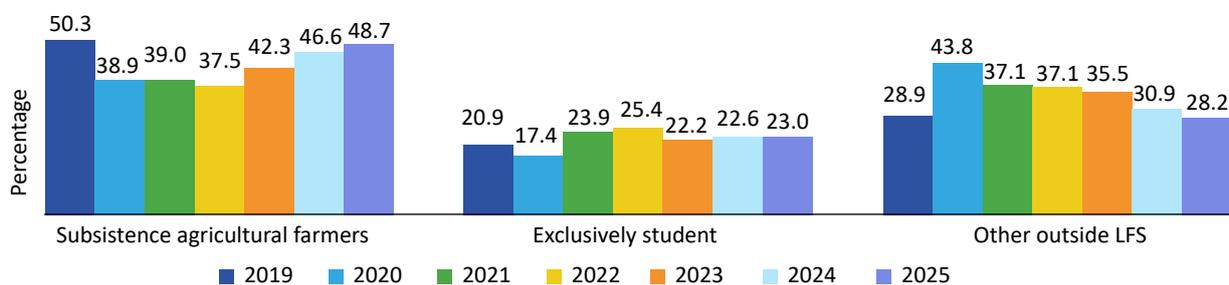
The population outside the labour force stood at 36.2 percentage of the working age population in 2025. The comparison of the 2025 population outside labour force with the estimated value of 2024 reveals that it remained almost stable.

## 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 involved in subsistence agriculture and other persons outside the labour force. The last group includes those who are available to work but do not do anything to search for a job, as well as retired persons 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 2025, the population outside the labour force engaged in subsistence agriculture represented 48.7% of this population. Those who were exclusively classified as students represented 23%, while the remaining part represented 28.2%. A comparison with the 2024 reveals some changes in the distribution of the population outside labour force. The share of students remained relatively stable, the share of subsistence agriculture increased by 2.1 percentage points, while the share of other outside labour force decreased by 2.7 percentage points.

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



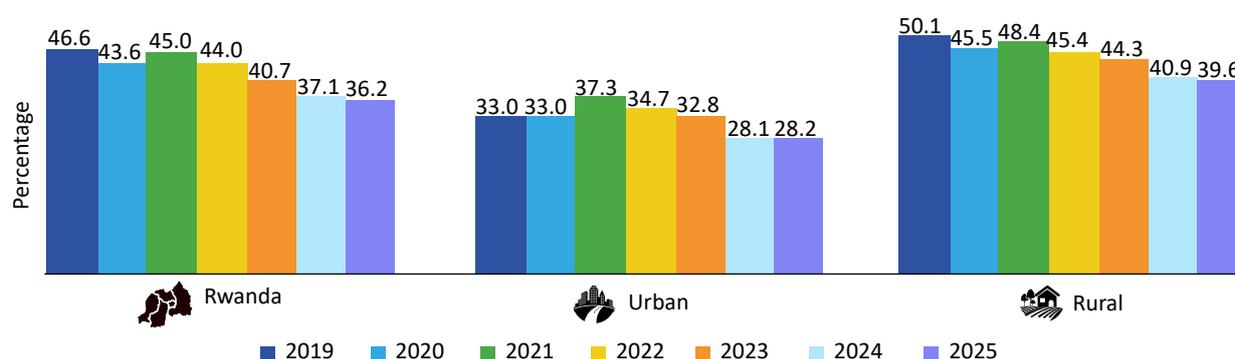
**Source:** National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

## 6.2 Population outside the labour force by area of residence

The results in figure 6.2 below represent 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 2024 and 2025 shows that this rate remained stable at the national level, the same situation appeared in urban areas while it decreased by 1.3 percentage points in rural areas. As shown in Figure 6.2, the proportion of the population outside the labour force was higher in rural areas than urban areas. Consequently, the urban-rural gap was approximately 12.8 percentage points in 2024 compared to 11.4 percentage points in 2025, indicating a decrease of 1.4 percentage points.

**Figure 6.2: Population outside Labour force by Area of residence**

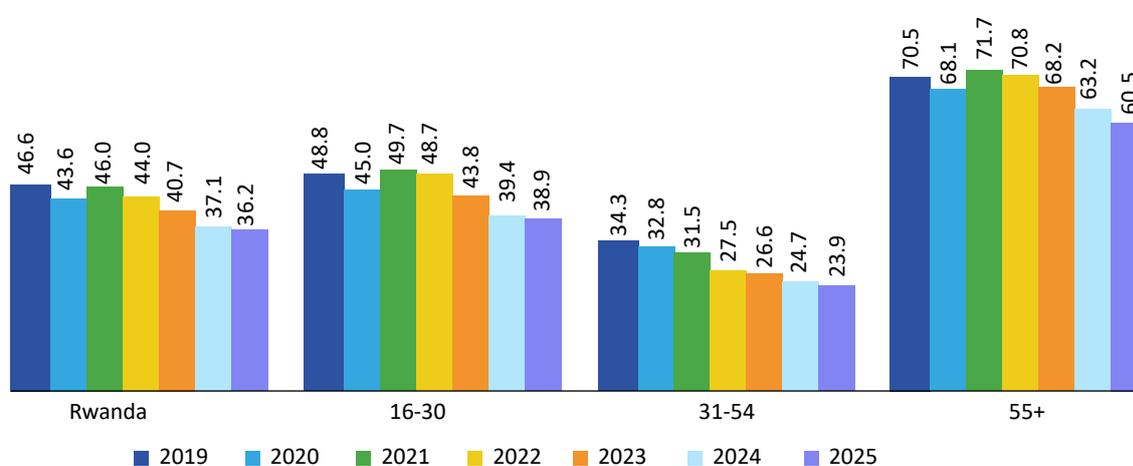


**Source:** National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

## 6.3 Population outside the labour force by age group

Figure 6.3 presents the rate of the population outside the labour force by age group. The rate was highest among persons aged 55 years and above, partly reflecting retirement among this age group. In 2025, the rate among youth aged 16–30 years was higher than that of individuals aged 31–54 years (38.9% and 23.9%, respectively). The proportion of the population outside the labour force remained stable between 2024 and 2025 for these two age groups, while it decreased by 2.7 percentage points among persons aged 55 years and above.

**Figure 6.3: Population outside the Labour force by age group**

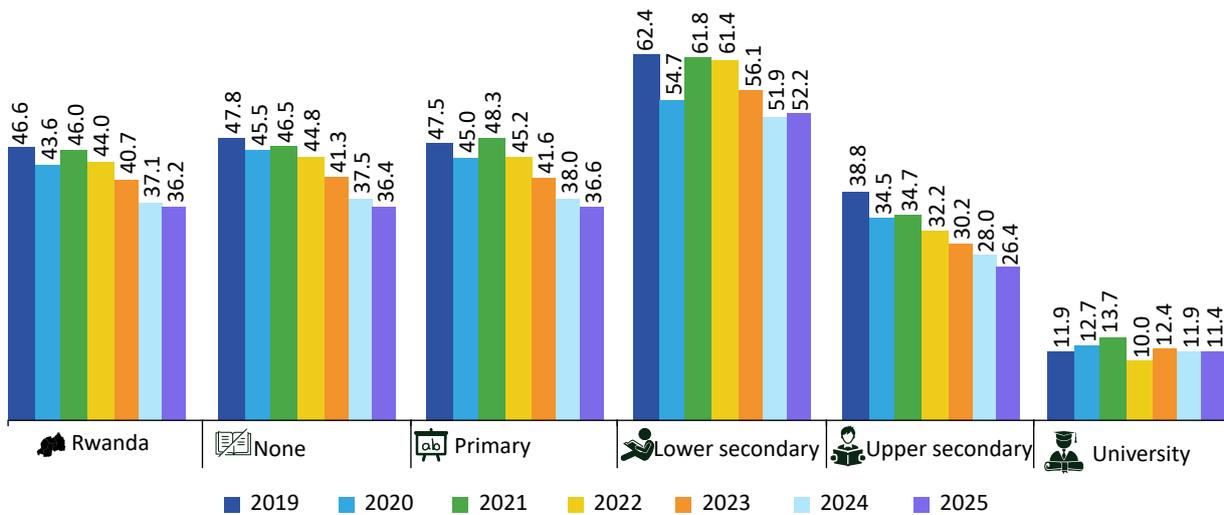


**Source:** National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

## 6.4 Population outside the labour force by level of educational attainment

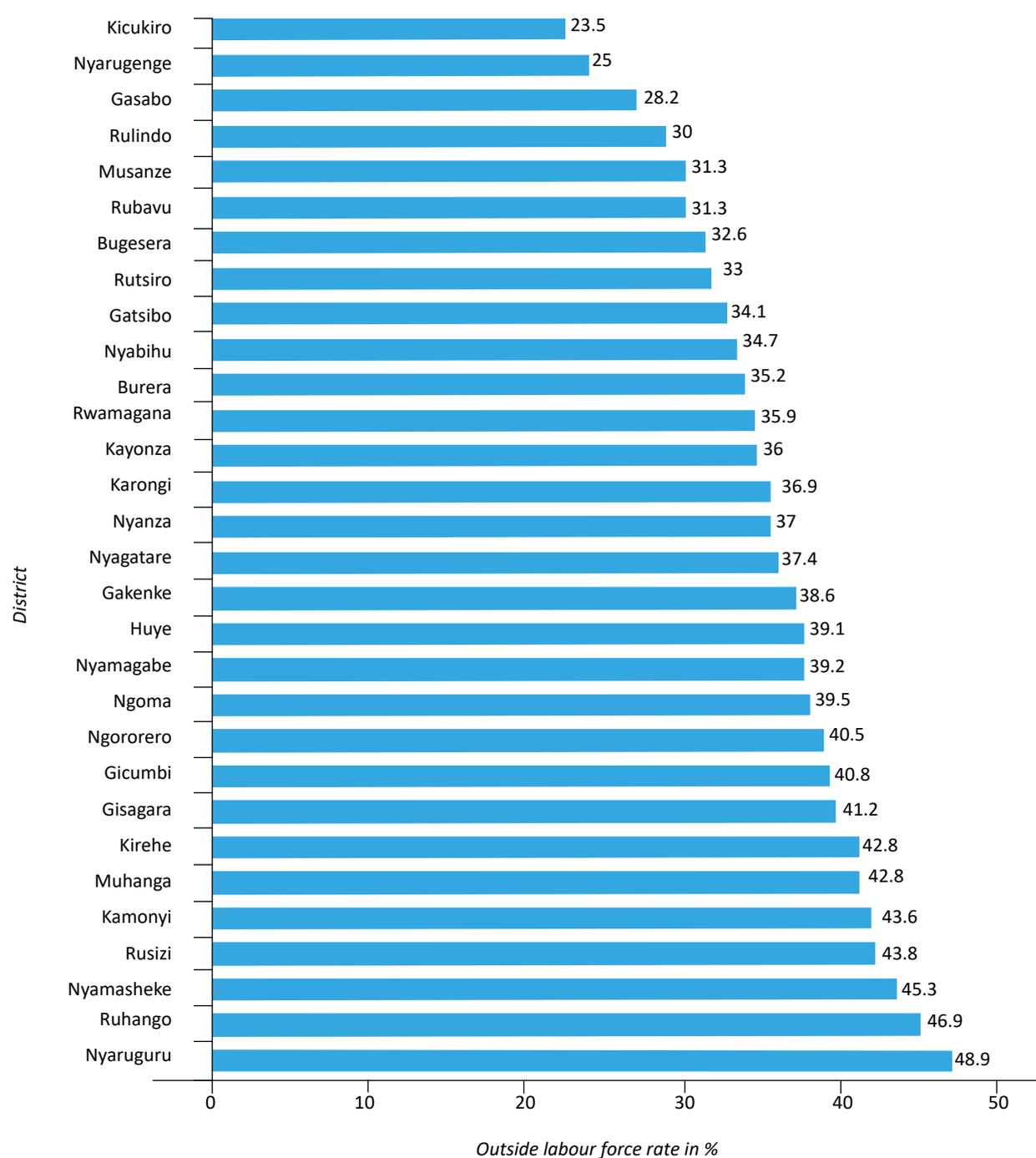
The findings presented in the figure below indicate that the proportion of the working-age population outside the labour force was lower among persons with higher educational attainment compared to the population with lower levels of education. Between 2024 to 2025, the rate of population outside the labour force decreased by 1.1 percentage points among population with no completed level of education, by 1.4 percentage points among individuals with primary education level 0 and by 1.6 percentage points among those with upper secondary level of education. In contrast, the rate remained the same among the population with lower secondary and university-level 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 the population outside the labour force rate by district as presented in Figure 6.5, reveals that in 2025, more than a half of all districts (17 districts) recorded rates above the national outside labour force average of (36.2 %). Nyaruguru District registered the highest proportion of the population outside labour force, at (48.9 %). Conversely, Kicukiro, Nyarugenge, Gasabo, Rulindo, Musanze and Rubavu were the 6 districts with the lowest rates.

**Figure 6. 5: Outside the labour force rate by District in 2025.**

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

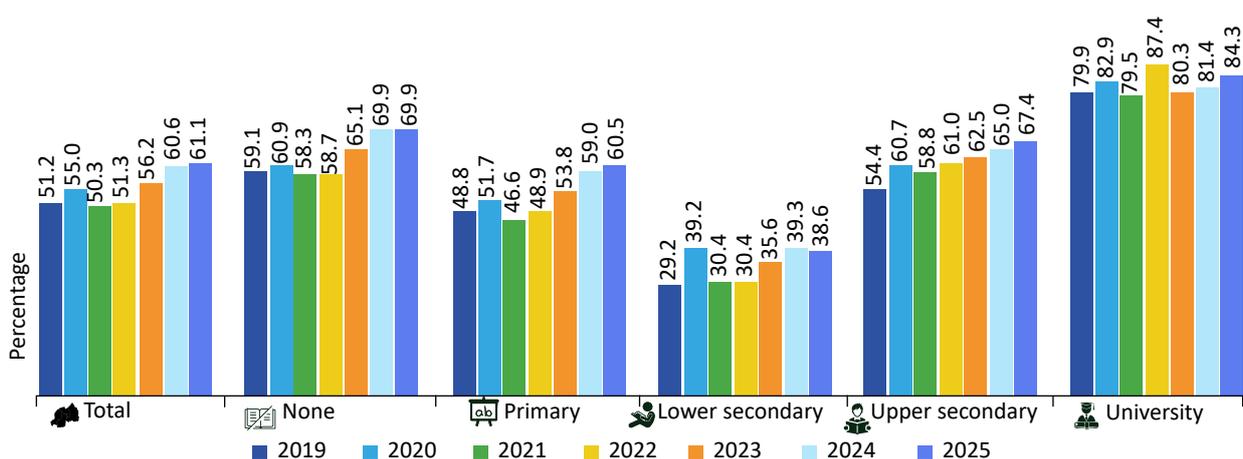
### 7.1 Youth and education

The international definition of the youth population is “persons aged 15-24 years.” 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 2025, the results show that the labour force participation rate was higher among university graduates (84.3%). It exceeded the national average (63.8 %) for those who attained upper secondary level (67.4 %) and those without any completed level (70 %). However, the rate was below the national average of the remaining education levels, with the lowest rate observed among youth with lower secondary education (38.6%). A comparison of the youth labour participation rate by educational attainment between 2025 and 2024 indicates an increase across all levels of education, with the highest increase recorded among those with university, and upper secondary level of education, which rose by 2.9 % and 2.4% respectively.

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

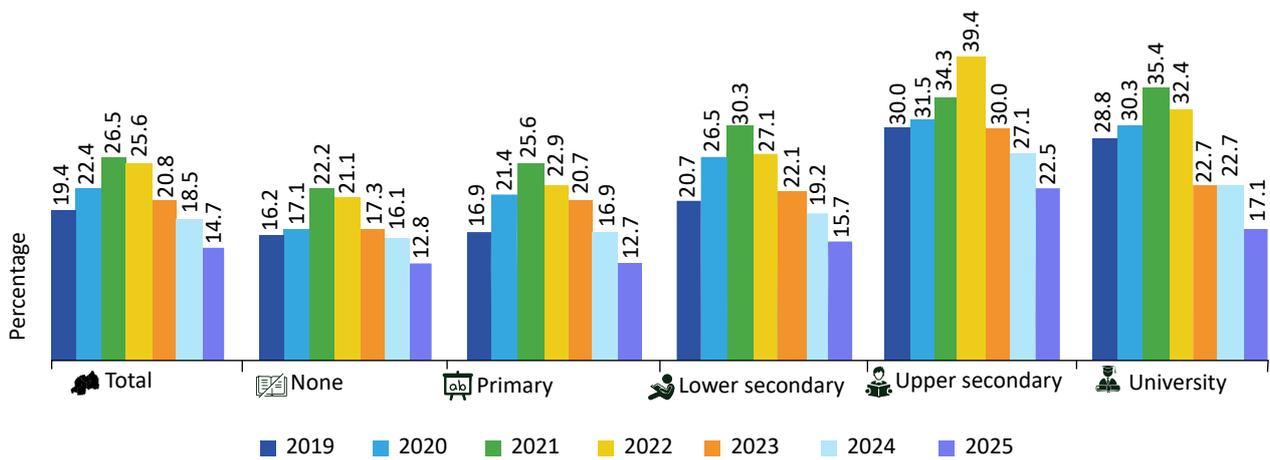


**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey

Figure 7.2 presents the youth unemployment rate disaggregated by educational attainment. In 2025, the youth unemployment rate stood at 14.7%, exceeding the national average of 12.4%. A breakdown by educational attainment in 2025 shows notable differences, ranging from 12.8 % among young population with no formal education to 22.5 % among those with upper secondary education and 17.1 % among university graduates.

A comparison between 2024 and 2025 shows a decline in youth unemployment rate across all educational attainment levels. The largest decrease was recorded among university graduates (5.6 percentage points), followed by declines of 4.6 and 4.2 percentage points among youth with upper and lower secondary education, respectively. Smaller declines were also observed among those with no level of education, and those with primary education (3.3 and 3.5 percentage points).

**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 young person is associated with relatively higher unemployment rates. Several factors may contribute to this phenomenon. First, youth people with higher educational attainment may have higher reservation wages, leading them to wait for suitable employment rather than accepting jobs they perceive as inadequate or low-paying. Second, there may be a mismatch between youth qualifications and the skill requirements of jobs in the labour market. In addition, limited availability of suitable employment opportunities may also contribute to higher unemployment rates among more educated youth.

## 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 population’s labour market situation is crucial for formulating effective youth employment policies.

The results of the 2025 Labour Force Survey indicate that, out of a total youth population of approximately 3,678,894, about 858,457 were engaged in education or training, while 1,732,563 were employed during the reference week. This includes approximately 184,949 young people who were both employed and enrolled in education or training. Meanwhile, 902,925 youth were neither in employment nor in education or training (NEET), representing about 24.5% of the total youth population.

Among the NEET population, 289,144 were unemployed youth, while 477,604 were part of the potential labour force but not enrolled in education. The remaining 136,177 did not fall into either of these categories. Some of them may have desired employment but were neither actively seeking nor currently available for

work. However, 28.6% of them were engaged in subsistence agriculture.

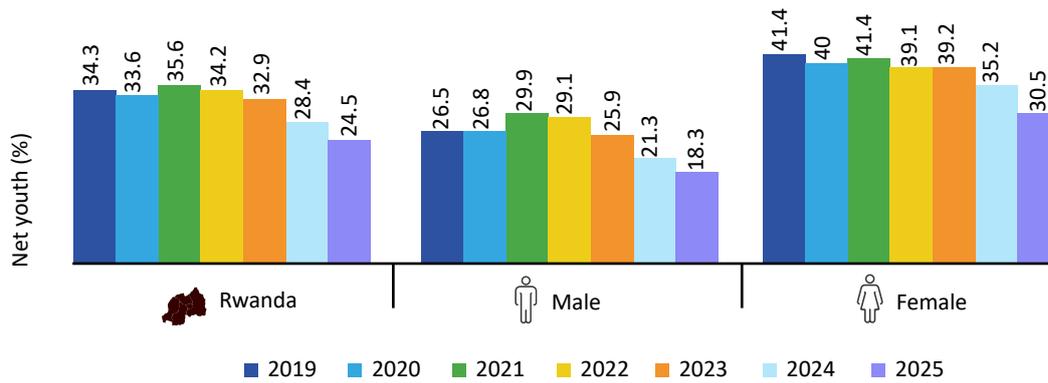
**Table 7. 1: Youth population (16-30 years) with respect to employment and education or training**

	2023			2024			2025		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Youth population	3,495,835	1,692,395	1,803,429	3,674,130	1,782,054	1892076	3,678,894	1,801,042	1,877,853
Total	100.0	100.0	100.0	100	100	100	100	100	100
In education or training	22.6	23.4	22	22.2	22.5	21.8	23.3	23.7	23
In employment	42.3	47.9	37.1	45.6	51.5	40	47.1	52.2	42.2
In both employment and education or training	2.2	2.9	1.5	3.8	4.7	3	5	5.7	4.3
Not in employment nor in education/training (NEET)	32.9	25.9	39.4	28.4	21.3	35.2	24.5	18.3	30.5
Unemployed	33.4	36.6	31.4	35.8	40.7	33	32	38	28.5
Potential labour force	44.5	40.8	46.7	44.5	38.9	47.7	52.9	47.7	55.9
Others	22.2	22.7	21.9	19.6	20.4	19.2	15.1	14.2	15.6

**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 2025, the share of youth aged 16-30 years neither in employment nor in education or training (NEET) was 24.5% with a higher rate among females (30.5%) compared to males (18.3%) 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 of 2025 with the results of the 2024 shows that the NEET rate decreased by 3.9 percentage points at national level. Similarly, the decrease of 3 and 4.7 percentage points were observed among male and female youth, respectively.

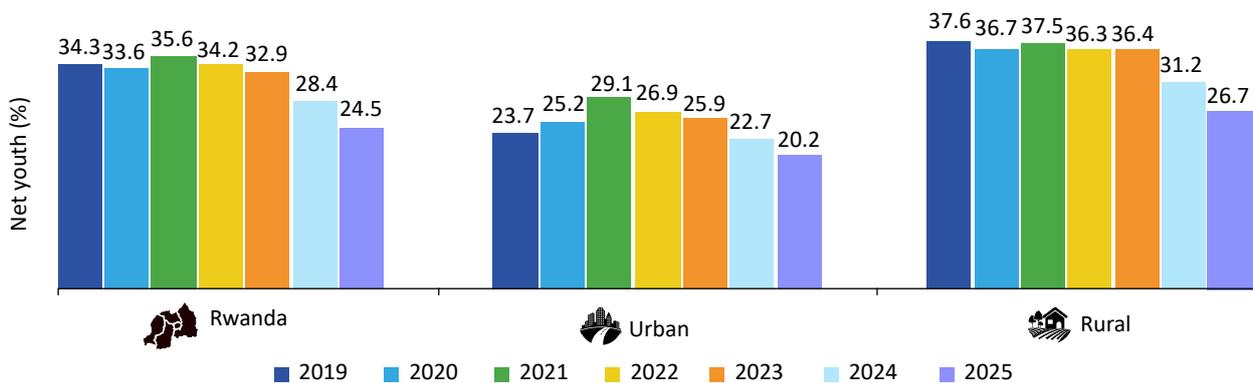
**Figure 7.3: NEET rate trend by sex**



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

An analysis of NEET rate by area of residence reveals a persistent disparity, with higher rate in rural areas (26.7%) compared to urban areas (20.2%). A comparison between 2024 and 2025 indicates that the NEET rate among the youth living in urban areas decreased by 2.5 percentage points and by 4.5 percentage points among their rural counterparts.

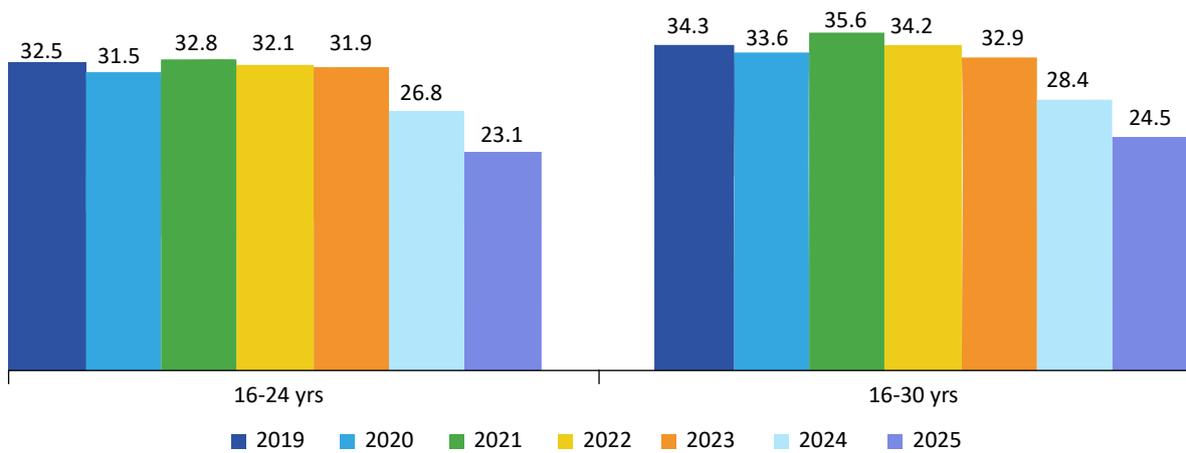
**Figure 7.4: NEET rate trend by area of residence**



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

The results presented in Figure 7.5 indicate that in 2025, the percentage of youth aged 16-24 years neither in employment nor education or training was slightly lower than that of youth aged 16-30 years, at 23.1 % and 24.5%, respectively.

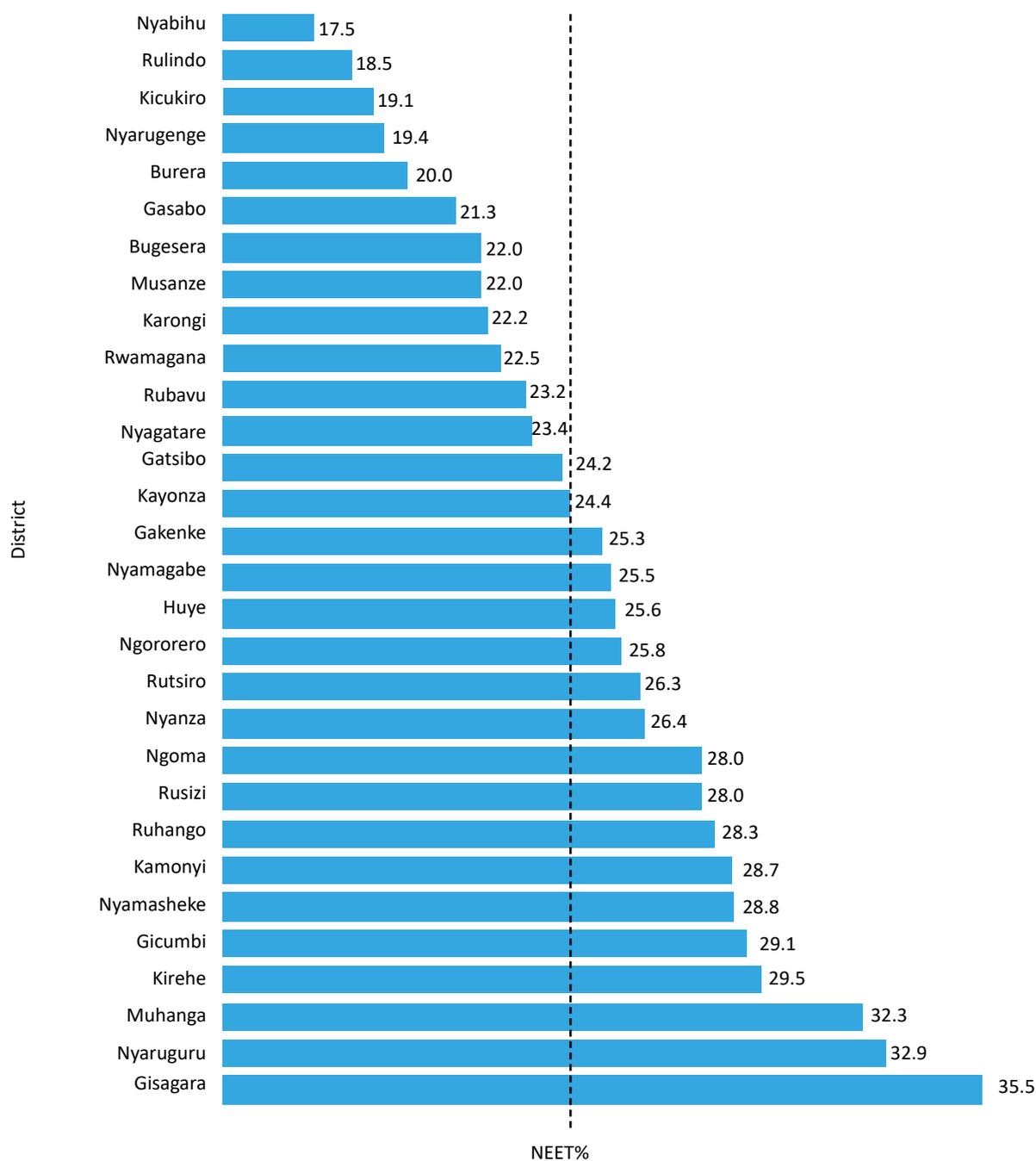
**Figure 7. 5: Youth not in employment and not in education or training**



**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 employment nor in education or training (NEET), disaggregated by district for 2025. Among all 30 districts of Rwanda, 14 districts had the NEET rates below the national average, while the NEET rates were higher than the national average in the remaining Districts. Gisagara District recorded the highest NEET rate, followed by Nyaruguru and Muhanga.

**Figure 7.6: Proportion of Youth (16-30) neither in Employment nor in Education or Training (NEET) by District in 2025.**



**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2025

**Note:** dotted line represents the national average

# 8 Work in agriculture

Given the significance of the agriculture sector to the 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. Individuals in the first category are considered as employed, while those in the second category are not. In this report, both categories are examined together to provide a comprehensive analysis of the agriculture sector.

## 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 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 estimated total number of workers in the agriculture sector (market oriented and in subsistence agriculture) are presented in table 8.1. The findings show that 63.8% of the working-age population were involved in agriculture activities in 2025, up from 52.6% in 2024. The share of persons who exclusively participated in subsistence agriculture decreased by 1.6 percentage points, while the share of those involved in market-oriented agriculture was relatively stable 2024.

**Table 8. 1: Works status in agriculture**

Categories of agriculture	2019	2020	2021	2022	2023	2024	2025
Market oriented agriculture as main job (a)	32.3	32.8	42	43.5	43.3	40.6	40.2
Subsistence agriculture exclusively (b)	53	51.5	48.2	46.1	45.1	42.3	40.7
Participated in Subsistence agriculture but have non-agriculture as main job (c)	14.8	15.7	9.9	10.5	11.6	17.1	19.1
<b>Total (100%)</b>	<b>100</b>						
Count ('000s)	3,780	4,271	3,732	3,819	3,969	4,371	4,640
Proportion of working age population	52.3	57.2	48.4	48.0	49.2	52.6	54.3

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

**Note:** Note: The proportion presented here is calculated with respect to agricultural workers rather than the total employed population.

## 8.2 Characteristics of agricultural workers

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

In 2025, the share of agricultural workers engaged in subsistence agriculture was 50.3 %, slightly down by less than 1 percentage point compared to 2024. The proportion of male farmers engaged in market-oriented agriculture was 54.7 % in 2025, which was greater than the corresponding proportion of females involved in the same activity (46.4%). Conversely, the proportion of female farmers engaged in subsistence agriculture was higher than that of their male counterparts (53.6 % and 45.3. % respectively).

The results further reveal that the engagement of female farmers in market-oriented agriculture increased by 1.9 percentage points between 2024 and 2025.

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

		2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>Both</b>	<b>Total</b>	<b>100</b>								
	Market oriented agriculture	37.3	38.6	37.9	47.8	46.6	48.6	49	49	49.7
	Subsistence agriculture	62.7	61.4	62.2	52.2	53.4	51.5	51	51	50.3
<b>Male</b>	<b>Total</b>	<b>100</b>								
	Market oriented agriculture	43.1	45.9	45.1	54.6	53.2	55.5	55.7	55.7	54.7
	Subsistence agriculture	56.9	54.1	54.9	45.4	46.8	44.6	44.3	44.3	45.3
<b>Female</b>	<b>Total</b>	<b>100</b>								
	Market oriented agriculture	33.5	34.1	33.3	43.1	41.9	43.6	44.6	44.5	46.4
	Subsistence agriculture	66.5	65.9	66.7	56.9	58.2	56.4	55.4	55.6	53.6

**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 2025, the share of adults engaged in marked oriented agriculture was lower than the share of youth population in the same activity (48.7% and 51.8% respectively). The share of subsistence agriculture among agricultural youth remained relatively stable, while it decreased by 1 percentage point among adults from 2024 to 2025.

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

		LFS Year						
		2019	2020	2021	2022	2023	2024	2025
<b>Both</b>	<b>Total</b>	<b>100</b>						
	Market oriented agriculture	37.9	47.8	46.6	48.6	49	49	49.7
	Subsistence agriculture	62.2	52.2	53.4	51.5	51	51	50.3
<b>Youth (16-30)</b>	<b>Total</b>	<b>100</b>						
	Market oriented agriculture	39.4	48.8	50.1	52.1	53.5	51.4	51.8
	Subsistence agriculture	60.6	51.2	49.9	47.9	46.5	48.6	48.2
<b>Adults (31+)</b>	<b>Total</b>	<b>100</b>						
	Market oriented agriculture	37.1	47.2	44.8	46.9	47	47.8	48.7
	Subsistence agriculture	62.9	52.9	55.2	53.1	53	52.3	51.3

**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**

		LFS Year						
		2019	2020	2021	2022	2023	2024	2025
<b>Both</b>	<b>Total</b>	<b>100</b>						
	None	62.5	58	58.7	57.4	60.1	58.8	58.9
	Primary	30.9	32.9	32.9	34.4	32.5	32.1	31.5
	Lower secondary	3.7	5.1	4.7	4.6	4.5	5.1	5.8
	Upper secondary	2.7	3.6	3.3	3.2	2.7	3.5	3.3
	University	0.3	0.5	0.4	0.4	0.3	0.4	0.5
<b>Market oriented agriculture</b>	<b>Total</b>	<b>100</b>						
	None	68.4	62.4	64.4	62.4	65.1	63.8	63.7
	Primary	27.1	30.6	29.7	31.9	29.9	29.6	28.8
	Lower secondary	2.5	3.8	3.5	3.7	3.3	4	4.7
	Upper secondary	1.6	2.5	2.1	1.8	1.4	2.3	2.3
	University	0.4	0.7	0.4	0.3	0.3	0.5	0.5
<b>Subsistence agriculture</b>	<b>Total</b>	<b>100</b>						
	None	58.9	54	53.7	52.7	55.2	54.1	54.2
	Primary	33.2	35	35.7	36.7	35	34.6	34.2
	Lower secondary	4.4	6.2	5.7	5.4	5.6	6.2	6.9
	Upper secondary	3.3	4.5	4.3	4.7	3.9	4.7	4.2
	University	0.2	0.3	0.5	0.6	0.4	0.4	0.5

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

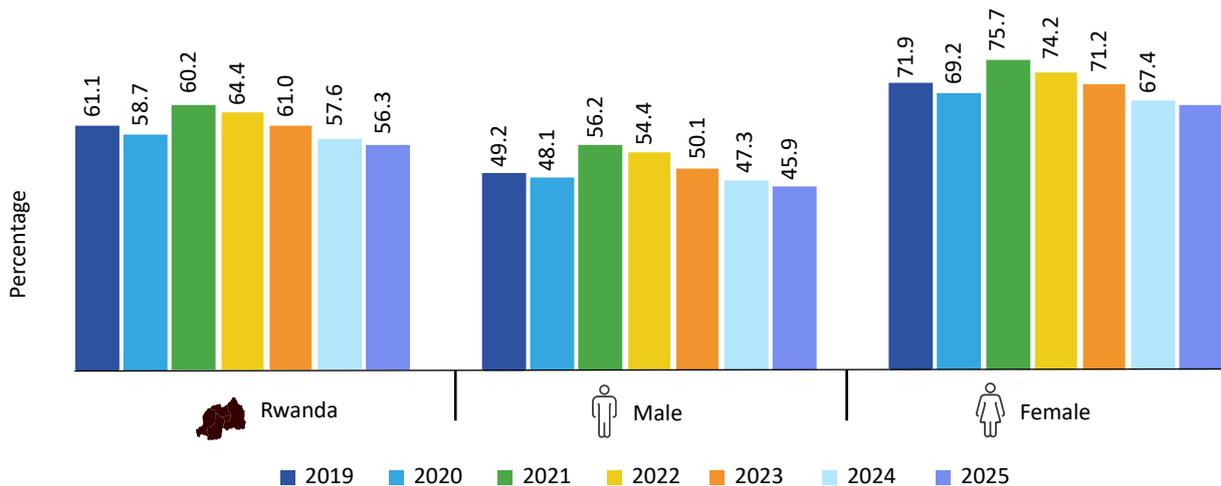
### 8.3 Share of agriculture in the total work force

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 2025 was 56.3%. This share was significantly higher among females, with 66.2% of women working in agriculture, compared to 45.9 % of men.

Compared to 2024, the proportion of agricultural workers declined by 1.3 percentages points at the national level. This decrease was observed across both sexes, with reductions of 1.4 percentage points among males and 1.2 percentage points among females.

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

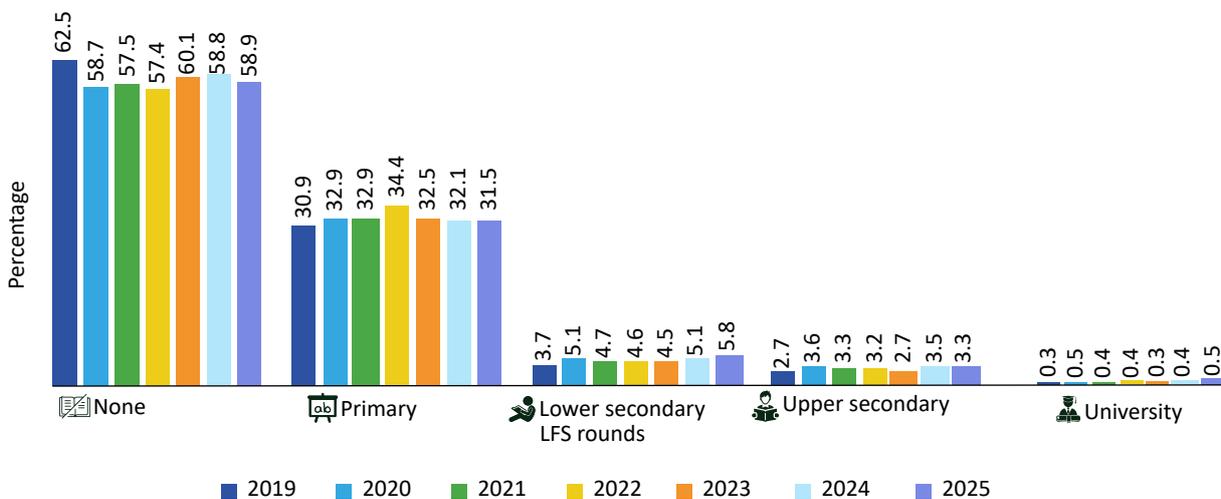


**Source:** National Institute of Statistics of Rwanda (NISR), Rwanda Labour Force Survey (RLFS)

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

The 2025 result reveals a relatively stable trend of the share of agricultural workers across all levels of education compared to 2024 (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 (RLFS)

## Own use production works out of agriculture.

The international standards on statistics of work, employment and labour underutilization define own-use producers as all persons of working-age who were engaged in own-use production work for at least one hour during the reference period. Own-use production comprises activities aimed at producing goods or providing services for 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; (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.

The provision of services is outside the SNA, however it is included in 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 2025 LFS results presented in Table 9.1 indicate that 6,953,485 persons aged 16 years old and above, representing 82.6 % of the people who were eligible to respond to questions related to own use production work (8,383,000 persons) were engaged in at least one type of own-use production work during the reference period. Among them 2,948,924 representing 42.4 % were males and 4,004,561 (57.6 %) were females. They devoted on average 19.1 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 64.6 % of the working age population and involving on average 10 hours per week, followed by "fetching water for the household, including travel time" (44.4% of working age population) and on average 3.4 hours per week.

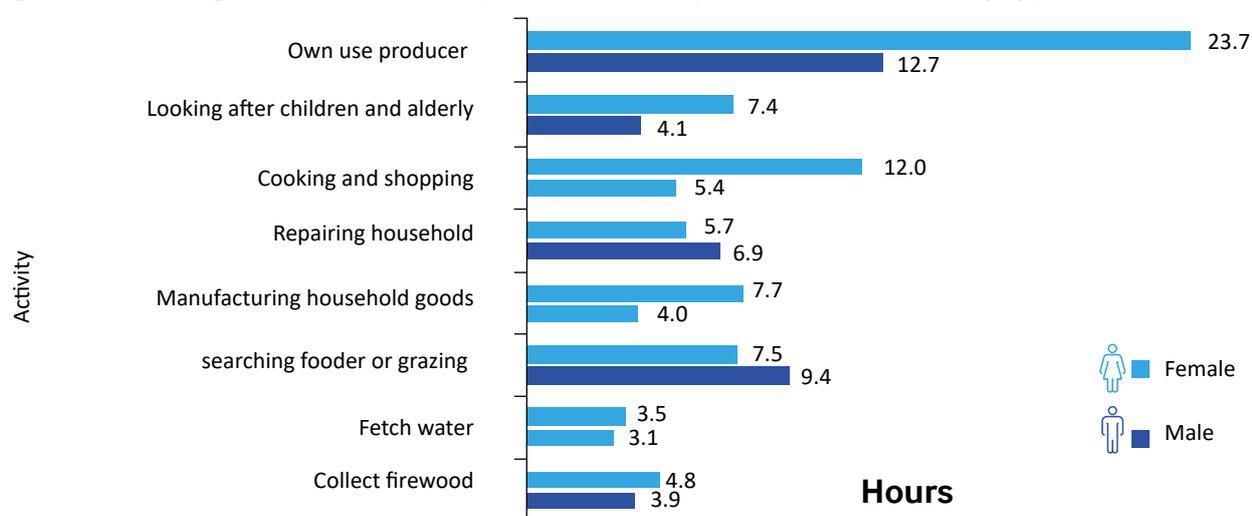
**Table 9. 1: Average time spend per week on own-use production (Hours)**

	2019	2020	2021	2022	2023	2024	2025
<b>Population aged 16 years old and above engaged in some type of own-use production work (,000)</b>	7,057	7,320	7,601	7,840	7,932	8,159	8,383
Average time population aged 16 years old and above spend in some type of own-use production work	18.2	18.2	17.9	17.3	19	18.7	19.1
Collecting firewood for the household including travel time	4.3	4.8	4.7	4.3	4.8	4.6	4.5
Fetching water for the household, including travel time	3.9	4	4.2	3.8	4.2	3.8	3.4
Searching for fodder or grazing for the household's animals	7.9	7.9	7.2	7.7	9	8.3	8.4
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	5.3	8	7.8	7.9	7.3	6.7	6.5
Manufacturing household goods for own or family use	6.9	6.9	7.3	7.5	7.4	7.3	7
Doing household chores including shopping, preparing meals	9.5	9.5	9.9	10	10.3	9.8	10
Looking after children and elderly	6.6	6.7	7.2	7	7.4	7	6.6
<b>Average time of own-use production work among the working age population</b>							
Labour force	17	16.8	17.2	17	18.1	17.7	18
<b>Employed</b>	<b>16.3</b>	<b>15.7</b>	<b>16.1</b>	<b>16.3</b>	<b>17.3</b>	<b>16.9</b>	<b>17.4</b>
Unemployed	20.5	21	20.9	19.2	21.7	21.6	22.4
Out of labour force	19.5	20	18.7	17.8	20.2	20.6	20.9

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

Table 9.1 also shows that in 2025 the average time spent per week on own-use production work among people in labour force was 18 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 9.1 presents the average number of hours spent per week on own-use production of services, disaggregated by sex, in 2025. The time spent by females (23.7 hours) was nearly double that of males (12.7 hours). Among the various activities, females devoted the most time to cooking and shopping (12 hours), followed by manufacturing household goods (7.7 hours). In contrast, males spent the most time in searching for fodder or grazing (9.4 hours) and repairing household (6.9 hours).

**Figure 9. 1: Average number of hours spent in own use production activities by type and sex in 2025**

**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2025

# 10 Migrant workers

In the Labour force survey, a migrant was defined as 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 as 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 2025 was 1,943,592 persons, representing 13.9 % of the total population. Among them, an estimated 968,935 were migrant workers (16 years and above).

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

	2019	2020	2021	2022	2023	2024	2025
Total population	12,216,163	12,499,074	12,786,879	13,078,028	13,362,858	13,658,302	13,958,542
Migrants	1,505,009	1,225,821	1,303,685	1,182,968	1,413,692	1,835,537	1,943,592
Migrant_16_yrs+	1,115,760	909,614	957,665	887,905	1,057,416	1,339,135	1,415,718
Migrant workers	683,465	550,326	526,722	517,169	654,731	894,257	968,935

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

The migrant population includes both internal and the international migrants. Similarly, migrant workers include the internal migrant workers, those who moved from one district of Rwanda to another within the last five years, and the international migrant workers were those who arrived from outside the country during the same period and were classified as either employed or unemployed. In 2025, the majority of the migrants were internal migrants, accounting for (1,833,598) of the total migrant population, while international migrants constituted 109,994. The share of international migrants in total population of Rwanda represented (0.8 %) and 0.9 % of its labour force. This share remained significantly below the world average of (4.7 %)⁴.

The proportion of females among internal migrants of working age (16 years old and over), was higher (52.4%) than the corresponding proportion among male (47.6%); while it is higher for male (59. %) than female (41 %) among international migrants in 2025.

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 2025.

<sup>4</sup> International Labour Office, ILO global estimates on migrant workers. International migrants in the labour force Fourth edition, 2024.

**Table 10. 2: Province of last move and province of current residence of internal migrants in 2025**

		Province of Current residence					Total
		Kigali	South	West	North	East	
Province of Last move	Kigali	186,443	103,948	42,797	35,686	125,407	494,280
	South	150,357	123,760	21,578	12,163	59,935	367,794
	West	90,750	40,459	79,827	34,089	82,974	328,098
	North	69,163	12,551	17,743	36,120	64,173	199,750
	East	139,364	33,788	24,588	36,636	209,300	443,676
	Total	636,077	314,505	186,533	154,694	541,789	1,833,598

**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2025

The diagonal elements highlighted in the Table 10.2 shows that approximately one-third of internal migrants moved from one district to another district within the same province. These can be considered as non-migrant when migration is studied according to the province. The total numbers in the diagonals elements of the table were 635,450 corresponding to 34.7 % 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 (150,357 migrants), followed by the movement from the East Province to the City of Kigali (139,364), the movement from the City of Kigali to East Province (125,407) and the movement from the City of Kigali to Southern Province (103,948).

It is worth important to note that the City of Kigali served as both a major destination and a major origin of migrant workers. Approximately 34.7 % of internal migrants currently reside in the City of Kigali. Similarly, (27 %) 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 2025.

**Table 10. 3: Country of last move and current residence of international migrants in 2025**

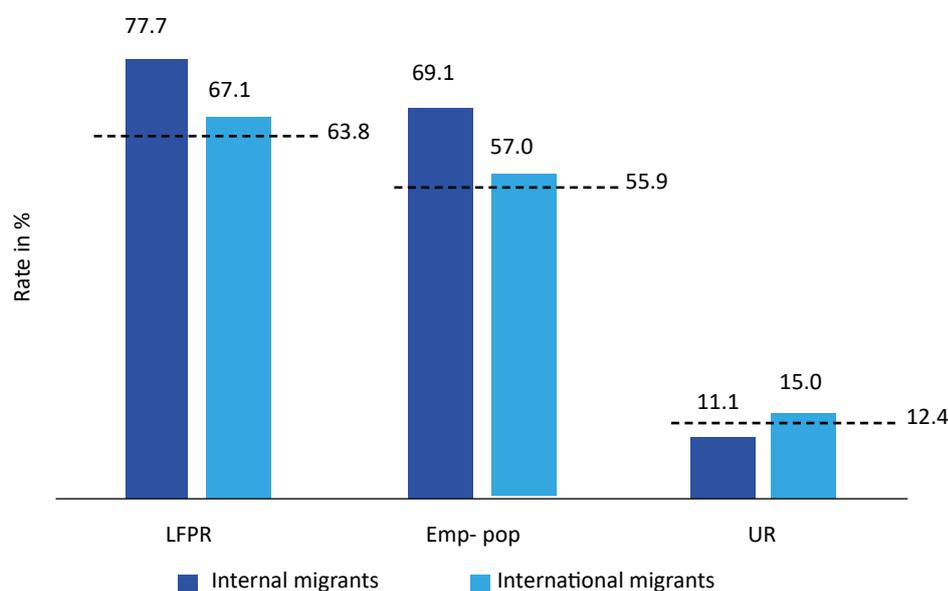
		Province of current residence					Total
		Kigali	South	West	North	East	
Country of last move	Burundi	1,556	1,498	292	110	1,500	4,847
	Congo-Kinshasa	384	1,013	5,323	1,127	596	8,443
	Kenya	1,720	676	663	494	449	3,553
	Tanzania	596	949		135	2,489	4,169
	Uganda	7,414	3,165	6,298	11,498	12,464	40,840
	Rest of Africa	870	105	348	174	352	1,570
	Other country	8,479	656	1,047	1,301	927	12,410
	Total	21,020	7,957	13,971	14,554	18,329	75,832

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

In terms of international migration, the majority of migrants of working-age originated from Uganda and other countries, accounting for (53.9 % and 16.4 %, respectively). These were followed by migrants from Democratic Republic of Congo (11.1 %), Burundi (6.4 %) and Tanzania (5. %). Regarding their destination within Rwanda, the City of Kigali received the highest number of international migrants (27.7 %), followed by East Province (24.2 %), North Province and Western (19.2 % 18.4 % respectively).

Figure 10.1 shows summary indicators of the labour force status of internal and international migrants, according to the results of the Rwanda Labour Force Survey 2025 (RLFS).

**Figure 10. 1: Labour force status of internal and international migrants in 2025.**



**Source:** National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2025

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.

In 2025, the share of the working-age internal migrants engaged in the labour force was significantly higher than that of the general population. The labour force participation rate stood at 77.7 % for internal migrants and 67.1 % for international migrants both exceeding the overall labour force participation rate of (63.8 %). Similarly, the employment-to-population ratio for internal migrants (69.1 %) and the international migrants (57 %) was higher than the overall employment-to-population ratio of the country (55.9 %). In contrast, unemployment rates divided: internal migrant workers recorded an unemployment rate of (11.1 %), lower than the national average of (12.4 %), while the unemployment rate for international migrant workers experienced a higher rate of (15 %).

These results align with expectation, as migration is often motivated by economic and labour market factors. According to the 2025 LFS, the main reason for living their previous place of residence were: looking for work (20.5 %), coming back to the country or to one's own building/Renting (19.5%), and having found a job (16.4 %). Notable reasons included: living with relatives, marriage and relocation of parents (11.1 %, 10 % and 7 %, respectively).

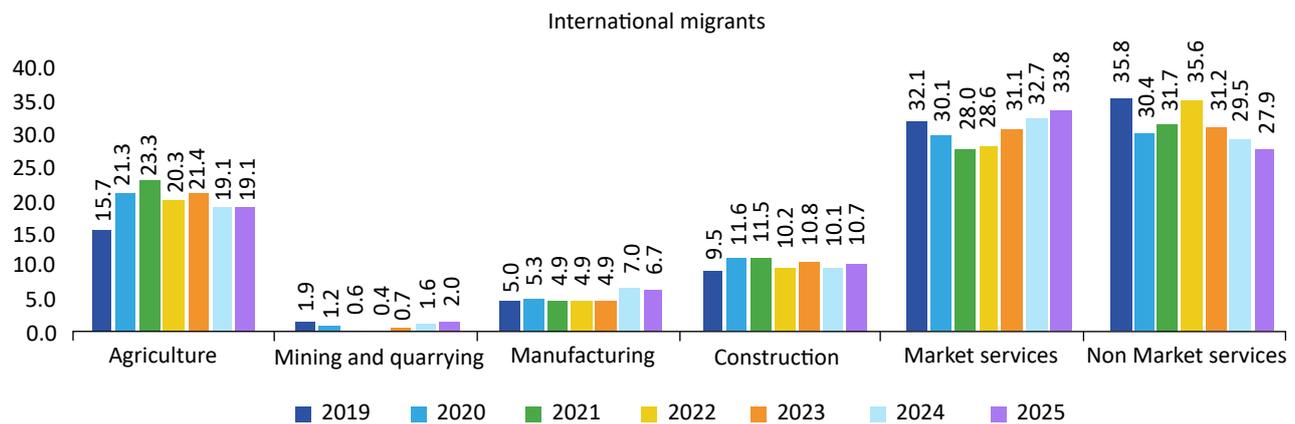
It is also instructive to note that in 2025, unemployment rate was lowest (ranging from 2.3 to 7 %) among migrants who moved from their previous place of residence for employment-related reasons, such as a job transfer, having found a job, or seeking employment. In contrast, those who moved for personal reasons or family reasons, including divorce, marriage, or attending school, recorded higher rates, (ranging from approximately 10.4 to 26.7 %). Correspondingly, the employment-to-population ratio was highest among migrants who moved for labour market reasons, compared to those who relocated for personal, family, or other reasons.

A particularly result from 2025 LFS is the very high employment-to-population ratio (94.2 % and 94.5 %) and the relatively low unemployment rate (2.3 % and 2.5 %) among migrants whose main reason for migration was a job transfer or having found a job, respectively. These result suggest that a substantial proportion of these migrants maintained their employment following the move, although this was not universal.

Figure 10.2 illustrates the structure of employment among internal migrant workers by branch of economic activity. In 2025, the highest number of internal migrants was engaged in market services comprising trade, transportation, accommodation and food, and Business and administrative services accounting for (33.8 %) of the total. This was followed by non-market services, including public administration, community, social and other services and activities at (27.9%) and agriculture, at 19.1 %. The results further indicate that the percentage of internal migrant workers engaged in manufacturing (7 %) exceeded the national average of (5.6 %) In the same way.

the shares of internal migrants engaged in construction was 10.7 %, exceeding the corresponding national average (8.9 %), suggesting that migrant workers either remained in the construction sector after migration or were attracted by greater job opportunities in this sector at their destination.”

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



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

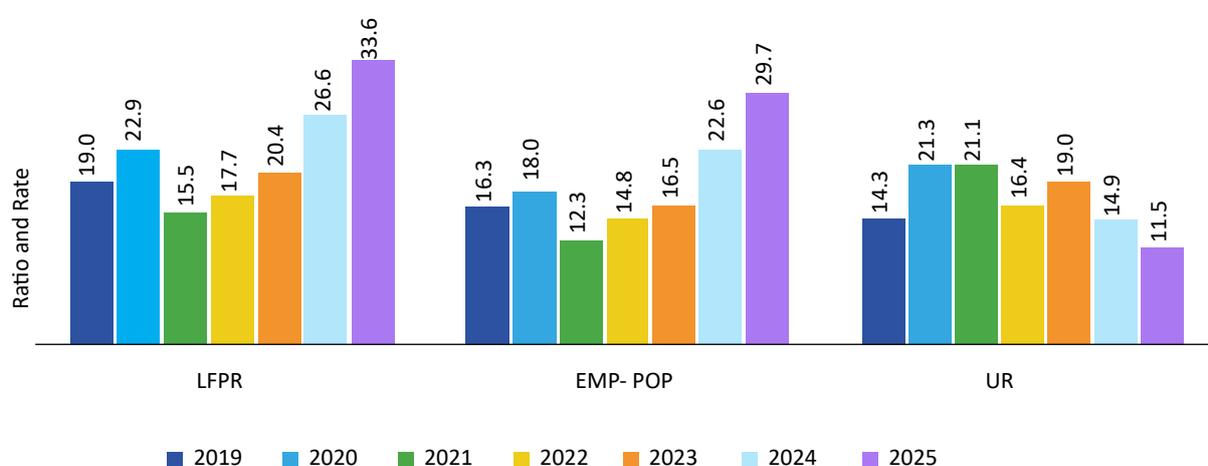
According to the 2025 LFS, the proportion of working-age internal migrants, engaged in subsistence foodstuff production, who are not counted in the labour force was 30 %. The proportion among the international migrants was 28.2 %. Both figures are considerably lower than the corresponding national percentage of 48.7 %, 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 dissipated 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 plan of actions to end poverty and hunger by 2030, leaving no one behind including people with disabilities. Such disaggregated statistics are critical for monitoring progress towards the achievement of the SDGs.

Figure 11.1 show the key labour market indicators for persons aged 16 years and above with disabilities. In 2025, the results showed that 33.6 % of the working-age persons with disabilities were labour force participants, reflecting an increase of 7 percentage points compared to 2024 results. The corresponding rate for the working-age population at large among persons without disability was 65.1% in 2025. Approximately, 29.7 % of the working-age persons with disabilities were engaged in work for pay or profit in 2025. This ratio increased by 7.1 percentage points compared to the results of 2024. The corresponding rate for the working-age population at large was 57 % 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 2025, the unemployment rate among persons with disabilities (11.5%) was lower than that among persons without any disabilities (12.4%). In contrast, the proportion of person outside the labour force was substantially higher among persons with disabilities (66.4%) compared to those without disabilities (34.9%).

## 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	12.412	0.225	11.970	12.854	1.815	1.822
<b>Sex</b>						
Male	10.843	0.269	10.315	11.371	2.482	1.539
Female	14.155	0.323	13.521	14.789	2.282	1.588
<b>Age</b>						
16-30	14.696	0.360	13.989	15.403	2.452	1.668
31+	10.808	0.250	10.318	11.299	2.312	1.486
16-24 years	15.794	0.462	14.887	16.700	2.925	1.550
25-34 years	12.530	0.395	11.754	13.306	3.156	1.499
35-54 years	11.175	0.310	10.567	11.784	2.774	1.453
55 and over	8.459	0.549	7.383	9.535	6.485	1.507
<b>Education</b>						
None	11.280	0.295	10.702	11.858	2.611	1.543
Primary	12.587	0.367	11.867	13.306	2.914	1.455
Lower secondary	14.675	0.726	13.250	16.100	4.949	1.261
Upper secondary	16.028	0.718	14.620	17.437	4.480	1.652
University	10.242	0.851	8.573	11.912	8.308	1.609
<b>Area of residence</b>						
Urban	11.981	0.360	11.275	12.688	3.007	1.622
Rural	12.631	0.286	12.069	13.193	2.268	1.923

**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	63.797	0.351	63.109	64.486	0.550	3.270
<b>Sex</b>						
Male	71.360	0.427	70.522	72.197	0.598	2.571
Female	57.076	0.409	56.274	57.878	0.716	2.215
<b>Age</b>						
16-30	61.101	0.484	60.152	62.051	0.792	2.604
31+	65.837	0.418	65.017	66.657	0.635	2.712
16-24 years	52.745	0.593	51.581	53.908	1.124	2.588
25-34 years	80.690	0.443	79.820	81.560	0.550	1.647
35-54 years	74.780	0.471	73.855	75.705	0.630	2.370
55 and over	39.540	0.683	38.200	40.881	1.728	1.921
<b>Education</b>						
None	63.555	0.434	62.704	64.406	0.683	2.281
Primary	63.388	0.538	62.332	64.444	0.849	2.346
Lower secondary	47.803	0.874	46.088	49.518	1.829	1.923
Upper secondary	73.582	0.803	72.007	75.158	1.092	1.950
University	88.621	0.908	86.839	90.403	1.025	1.890
<b>Area of residence</b>						
Urban	71.788	0.540	70.728	72.849	0.753	2.653
Rural	60.374	0.419	59.551	61.196	0.694	3.152

**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	55.879	0.357	55.178	56.579	0.639	3.170
<b>Sex</b>						
Male	63.622	0.443	62.753	64.490	0.696	2.442
Female	48.997	0.417	48.178	49.816	0.852	2.265
<b>Age</b>						
16-30	52.122	0.491	51.159	53.085	0.942	2.552
31+	58.721	0.414	57.908	59.534	0.706	2.474
16-24 years	44.414	0.587	43.262	45.567	1.323	2.565
25-34 years	70.580	0.529	69.542	71.617	0.749	1.756
35-54 years	66.423	0.493	65.455	67.391	0.743	2.194
55 and over	36.196	0.662	34.896	37.495	1.829	1.867
<b>Education</b>						
None	56.386	0.441	55.521	57.252	0.782	2.221
Primary	55.410	0.529	54.371	56.448	0.955	2.132
Lower secondary	40.788	0.847	39.126	42.450	2.077	1.865
Upper secondary	61.788	0.878	60.066	63.511	1.421	1.917
University	79.544	1.136	77.316	81.773	1.428	1.832
<b>Area of residence</b>						
Urban	63.187	0.573	62.063	64.311	0.907	2.595
Rural	52.748	0.425	51.914	53.581	0.805	3.110

**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 (%)	44.018	0.455	43.125	44.912	1.034	3.285
<b>Sex</b>						
Male	39.410	0.516	38.397	40.423	1.310	2.294
Female	49.139	0.554	48.051	50.227	1.128	2.275
<b>Age</b>						
16-30	45.351	0.604	44.166	46.537	1.333	2.373
31+	43.082	0.509	42.083	44.082	1.182	2.427
16-24 years	46.300	0.728	44.872	47.728	1.572	2.056
25-34 years	43.788	0.714	42.387	45.189	1.631	2.176
35-54 years	44.411	0.592	43.249	45.572	1.333	2.131
55 and over	37.445	1.054	35.377	39.512	2.814	1.839
<b>Education</b>						
None	49.381	0.529	48.342	50.419	1.071	1.993
Primary	45.550	0.636	44.302	46.799	1.397	1.943
Lower secondary	41.314	1.122	39.113	43.514	2.715	1.554
Upper secondary	32.986	0.993	31.038	34.934	3.010	1.923
University	15.616	1.010	13.636	17.597	6.465	1.580
<b>Area of residence</b>						
Urban	32.710	0.740	31.257	34.162	2.263	3.281
Rural	49.779	0.530	48.740	50.818	1.064	2.903

**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(%)	31.168	0.346	30.489	31.847	1.110	2.774
<b>Sex</b>						
Male	24.276	0.393	23.504	25.048	1.621	2.038
Female	37.710	0.440	36.847	38.573	1.166	2.099
<b>Age</b>						
16-30	32.435	0.487	31.478	33.391	1.503	2.205
31+	30.290	0.385	29.535	31.045	1.271	2.060
16-24 years	35.976	0.625	34.750	37.202	1.737	2.153
25-34 years	26.106	0.504	25.116	27.095	1.933	1.641
35-54 years	28.927	0.466	28.013	29.841	1.610	1.980
55 and over	38.740	0.870	37.033	40.448	2.247	1.850
<b>Education</b>						
None	30.790	0.439	29.929	31.652	1.426	2.065
Primary	33.277	0.529	32.239	34.316	1.591	1.967
Lower secondary	33.817	0.942	31.968	35.665	2.786	1.531
Upper secondary	30.755	0.825	29.136	32.374	2.683	1.673
University	16.355	1.005	14.384	18.327	6.144	1.618
<b>Area of residence</b>						
Urban	25.497	0.507	24.503	26.492	1.987	2.104
Rural	33.755	0.435	32.903	34.608	1.287	2.881

**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	56.006	0.434	55.154	56.857	0.775	3.798
<b>Sex</b>						
Male	48.538	0.527	47.505	49.572	1.085	2.689
Female	63.094	0.474	62.164	64.025	0.752	2.464
<b>Age</b>						
16-30	56.715	0.565	55.607	57.824	0.996	2.643
31+	55.514	0.480	54.573	56.456	0.864	2.736
16-24 years	59.171	0.661	57.874	60.468	1.117	2.298
25-34 years	52.512	0.678	51.182	53.842	1.291	2.292
35-54 years	55.520	0.568	54.406	56.634	1.023	2.449
55 and over	58.138	0.935	56.303	59.972	1.609	2.083
<b>Education</b>						
None	60.512	0.478	59.575	61.450	0.790	2.179
Primary	58.438	0.587	57.288	59.589	1.004	2.208
Lower secondary	54.479	1.032	52.455	56.503	1.893	1.656
Upper secondary	44.739	0.959	42.857	46.621	2.145	1.947
University	21.363	1.123	19.160	23.567	5.258	1.646
<b>Area of residence</b>						
Urban	43.043	0.746	41.578	44.507	1.734	3.537
Rural	61.921	0.479	60.982	62.860	0.773	3.314

**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
Out of labour force rate (Inactivity rate)	36.203	0.351	35.514	36.891	0.969	3.270
<b>Sex</b>						
Male	28.640	0.427	27.803	29.478	1.490	2.571
Female	42.924	0.409	42.122	43.726	0.952	2.215
<b>Age</b>						
16-30	38.899	0.484	37.949	39.848	1.244	2.604
31+	34.163	0.418	33.343	34.983	1.223	2.712
16-24 years	47.255	0.593	46.092	48.419	1.255	2.588
25-34 years	19.310	0.443	18.440	20.180	2.297	1.647
35-54 years	25.220	0.471	24.295	26.145	1.869	2.370
55 and over	60.460	0.683	59.119	61.800	1.130	1.921
<b>Education</b>						
None	36.445	0.434	35.594	37.296	1.190	2.281
Primary	36.612	0.538	35.556	37.668	1.470	2.346
Lower secondary	52.197	0.874	50.482	53.912	1.675	1.923
Upper secondary	26.418	0.803	24.842	27.993	3.041	1.950
University	11.379	0.908	9.597	13.161	7.983	1.890
<b>Area of residence</b>						
Urban	28.212	0.540	27.151	29.272	1.915	2.653
Rural	39.626	0.419	38.804	40.449	1.058	3.152

**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	24.543	0.400	23.759	25.327	1.628	2.266
<b>Sex</b>						
Male	18.340	0.495	17.369	19.311	2.699	2.105
Female	30.493	0.545	29.423	31.563	1.788	1.882
<b>Education</b>						
None	29.804	0.659	28.512	31.096	2.210	1.682
Primary	24.608	0.618	23.395	25.820	2.511	1.914
Lower secondary	14.035	0.643	12.773	15.296	4.581	1.603
Upper secondary	27.417	0.999	25.458	29.376	3.642	1.750
University	18.571	1.877	14.888	22.254	10.109	1.625
<b>Area of residence</b>						
Urban	20.160	0.605	18.972	21.347	3.003	1.971
Rural	26.696	0.508	25.699	27.693	1.904	2.327

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