



Republic of Rwanda



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NATIONAL INSTITUTE OF
STATISTICS OF RWANDA

Labour Force Survey

Annual Report 2021

March 2022



Republic of Rwanda



Labour Force Survey

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Foreword

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

The government of Rwanda needs updated information for monitoring progress on programs and policies as stipulated in the first National Strategy for Transformation (NST1), 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.

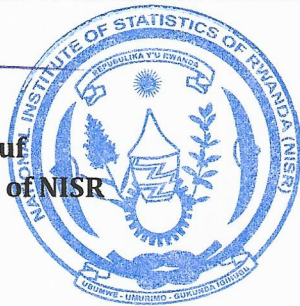
The National Institute of Statistics of Rwanda introduced the labour force survey (LFS) program since 2016 to provide key stakeholders, Ministry of Public Service and Labour and Ministry of Finance and Economic Planning, the Ministry of Education, International Labour Organization and other users, with 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, providing quarterly estimates of the main labour force aggregates. The Rwanda Labour Force survey programme begun in 2016 with an annual sample spread into two rounds to provide bi-annual estimates of main indicators at the National level. From February 2021, the annual sample was spread into four rounds to provide estimates of main labour market indicators on quarterly basis at the National level. This specific report combine data of all four rounds for which the data collection was conducted in 2021, specifically in February, May, August and November, to provide 2021 annual estimates at national and district level where applicable.

NISR congratulates all those 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 in all stages of this survey. NISR is also grateful to respondents who generously gave their valuable time to provide the information that forms the basis of this report.

The National Institute of Statistics of Rwanda invite policy makers, program managers, researchers and all users to play an important role in using the valuable data showcased in the Labour Force Survey to contribute to Rwandans' Economic development.


MURANGWA Yusuf
Director General of NISR



Executive summary

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

The data collection on the size and characteristics of the labour force, employment, unemployment and other labour market characteristics of the population was carried out through four quarters of 2021, specifically in February, May, August and November. The survey was also designed to measure different forms of work, in particular, own-use production work and other components of labour underutilization including time-related underemployment and potential labour force in line with the international standards, adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013. All the key concepts used henceforth in this report (employment, unemployment, time related underemployment, labour underutilization, potential labour force, discouraged job seekers etc) are defined in annex A of this report. The current report presents the results of the annual report of 2021 LFS obtained by combining all quarters of LFS in 2021 (February, May, August and November 2021).

The survey covered all persons living in private households, excluding the institutional population permanently residing in places such as hostels, health resorts, correctional establishments etc., as well as persons living at their work-sites and in seasonal dwellings. The resulting estimates of the main labour force indicators at the national level from the combined datasets have standard errors of about 0.5 percent.

The survey results are analyzed in this report under twelve headings. The main highlights are described below. Key summary indicators are presented at the end of this section.

Labour force, employment and unemployment

According to the survey results, the working age population (16 years and above) was 7,718,871 of which 4,166,625 persons (54.0 percent) were in the labour force, while 3,552,246 were outside the labour force. For those in the labour force, 3,287,697 were employed, while 878,929 were unemployed. Among those outside the labour force, 1,605,248 persons were engaged wholly or mostly in subsistence foodstuff production, not classified as employment according to the 2013 international standards on statistics of work, employment and labour underutilization.

The annual unemployment rate stood at 21.1 percent, indicating that roughly for five persons in the labour force there was one person unemployed. The unemployment rate was higher among women (24.1 percent) than among men (18.5 percent) and higher among youth (26.5) than among adults (17.1 percent). It was relatively the same in the urban and rural areas (21.2 and 20.8 percent respectively).

Components of labour underutilization

The unemployment rate is not the only component of the unmet needs for employment. Other components include time-related underemployment and potential labour force. In total there were 1,024,399 persons classified as time-related underemployed¹ and 1,338,698 persons classified as potential labour force². The composite measure of labour underutilization was 58.9 percent, which means that more than a half of the extended labour force was either unemployed, time-related underemployed or in the potential labour force (persons outside the labour force who were available for employment but were not seeking employment during the reference period or who were seeking employment during the reference period but were not currently available for work).

Branches of economic activity

Employment under the three broad branches of the economic activity is as follows: the share of industry was 17.2 percent, 35.1 percent for services and agriculture 47.7 percent. Under the new international standards, employment in agriculture sector includes only those who produce agriculture goods intended mainly for sale or barter and those who work for pay in agriculture. Hence 47.7 percent employment in agriculture represents the new definition. The new definition excludes those in subsistence agriculture.

The full count of workers in agriculture sector reveals that around 3,375,244 people (43.7percent) of working age population were involved in agriculture activity either in subsistence or market oriented in 2021. The proportion of workforce³ who was mainly engaged in agriculture was 66.4 percent.

Informal sector and informal employment

The results of the survey show that there were about 2,764,827 employed persons in the informal sector, corresponding to about 87.4 percent of total employment and most of them were male. There were in total 2,981,209 persons with informal employment at main job constituting almost 90.4 percent of total employment. A significant result was the presence of some 131,529 persons with informal jobs in formal sector.

Working time

The average and median number of hours usually worked per week at all jobs were 36.2.0 and 36.0 hours respectively, and the corresponding hours actually worked during the reference week were 29.5 hours for the average and 25.0 hours for the median. The total volume of employment in terms of actual hours worked at all jobs in the reference week was 95 million hours

¹ Time-related underemployment, are part of employed people but work less hours and are available and want to work for additional paid hours

² The majority of potential labour force are involved in subsistence agriculture

³ The workforce has been considered as the sum of employed population and those mainly engaged in subsistence agriculture.

Income from employment

The average income from paid employment of employees at main job was about 54,073RWF per month while the median was 26,000 RWF. The national average hourly cash income from employment of employees at main job was 412 RWF per hour.

Women and equal opportunities

Women accounted for close to 44.2 percent of the labour force, mostly engaged as crop farm labourers, domestic cleaners and helpers, stall and market salespersons, and shopkeepers. Among employed persons with managerial positions, 34.8 percent were women.

Youth and education

The unemployment rate among young persons (16 to 30 years old) stood at 26.5 percent. The survey showed an increasing pattern of youth unemployment rate in terms of education attained from about 22.2 percent for young people with no educational attainment to 30.3 percent for youth with secondary education and 35.3 percent among youth who completed university education. Youth unemployment rate among those who completed TVET was 25.0 percent while it was 29.5 percent among those with general education.

Workers with disabilities

About 15.5 percent of the working age persons with disabilities were labour force participants, and the unemployment rate of persons with disabilities identified as the same as other person without any type of disability.

Rwanda Labour force survey 2021: Summary labour force indicators

Working age population 16 years old and over 7,718,871 persons						
Outside the labour force 3,552,246 person		Labour force 4,166,625 persons Labour force participation rate 54.0%				
Subsistence foodstuff producers: 39.0%	Others outside the labour force: 61.0%	Employed (All who worked for pay or profit) 3,287,697 persons Employment to population ratio: 42.6%			Unemployed (All not employed but seeking and available to work for pay or profit) 878,929 persons Unemployment rate: 21.0%	
Primary or below: 80.0%	Secondary (Lower and Upper): 18.7%	Tertiary: 1.3%	Agriculture excluding subsistence foodstuff production 47.7%	Industry 17.2%	Services 35.1 %	Primary education or below 72.4 % Secondary education (Lower and upper) 22.0 % Tertiary education 5.6%
Supplied weekly labour: 95 million hours						
Labour underutilization (3,242,027 persons): Unemployed (878,929) + Time-related underemployed (1,024,399) + Potential labour force 1,338,698 Composite measure of labour underutilization (58.9%)						

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Comparison of General and Technical and Vocational education

Level of attained	Employment to population ratio			Unemployment rate		
	General education	TVET	Total	General education	TVET	Total
None		57.5	43.3		18.7	19.1
Primary	38.4	59.3	40.7	22.2	16.8	21.4
Lower secondary	23.4	54.9	27.9	28.4	23	26.9
Upper secondary	45.5	55.3	47.2	27.7	27.7	27.7
University	71	72.6	71.2	17.4	18.1	17.5
Young/Adult						
Young (16-30)	31.1	55.1	37	29.5	25	26.5
Adults (31+)	52.7	59.9	47.3	16.5	17.6	17.1
Total	39.7	58.1	42.6	23.2	20.3	21.1

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Trend of Labour force survey Main indicators (Compare 5 years)

Indicators	2017	2018	2019	2020	2021
Labour force participation rate (%)	53.4	54.2	53.4	56.4	54
Foodstuff production participation rate (outside LF) (%)	25.5	24.4	23.4	24.1	18
Proportion of labour force who completed at least secondary school education (%)	16.6	16.8	17.4	17.8	17.2
Employment to population ratio (%)	44.2	46	45.3	46.3	42.6
Percentage of employed population in market oriented agriculture (%)	41.9	39.5	37.4	40.5	47.7
Percentage of employed population in industry (%)	16.6	18.8	18.7	20.4	17.2
Percentage of employed population in services	41.5	41.7	43.9	39.1	35.1
Number of off-farm main jobs(agriculture excluded)) in Thousands	1,692	1,902	2,023	-	
Informal employment rate (%)	90.8	89.8	89.5	-	90.7
Proportion of informal employment in non-agriculture employment (%)	84.6	83.5	83.5	-	82
Median weekly hours actually worked	30	30	33	33	30
Median weekly hours usually worked	36	36	39	36	36
Supplied labour in hours during the reference week (in millions of hours)	97	107	106	111	95
Unemployment rate (%)	17.3	15.1	15.2	17.9	21.1
Unemployment rate among university graduates (%)	16.8	15.7	14.6	15.7	17.5
Unemployment rate among secondary school graduates (%)	26.5	26.5	23.9	24.9	27.7
Unemployment rate among females (%)	19.2	17.1	17	20.3	24.1
Unemployment rate among males (%)	15.6	13.5	13.8	15.9	18.5
Unemployment rate among TVET graduates (%)	18.7	17.4	15.4	-	20.3
Unemployment rate among general education graduates (%)	18.8	17.2	16.9	-	23.2
Unemployment rate among persons with disability (%)	17.4	14.1	14.3	-	21.1
Youth unemployment rate (%)	21.3	18.7	19.4	22.4	26.5
Time related underemployment rate (%)	29.9	32	27.1	-	31.2
Combined rate of labour underutilization (%)	58	55	55.7	-	58.9
Average monthly salary from paid employment (In Frw)	57,262	56,982	57,878	57,306	54,073
Average monthly salary in agriculture (In Frw)	21,134	20,352	20,384	20,813	21,215
Average monthly salary in industry (In Frw)	67,232	58,509	63,346	61,547	69,787
Average monthly salary in services (In Frw)	105,784	108,722	103,694	104,749	114,224
Proportion of TVET graduates who are employed	54.2	58	59.6	-	58.1
Proportion of General education graduates who are employed (%)	42.4	43.9	43	-	39.7
Share of women in non -agricultural paid employment (%)	31.3	31.2	32.5	-	31.1
Share of youth in non-agricultural paid employment (%)	51.3	50.5	49.6	-	54.7
Manufacturing employment as a proportion of total employment (%)	5.3	6.4	6.4	5.8	4.8

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2017-2021

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Chapter 1: Main labour force indicators

The results of main labour force indicators using combined LFS quarterly rounds conducted in 2021 are presented in Table 1.1 below. According to these results, among the 7,718,871 persons 16 years old and over who were living in private households, about 4,431,175 persons were in the labour force, either employed (3,287,697) or unemployed (878,929). The remainder 3,552,246 persons were outside the labour force including about 1,385,936 persons engaged wholly or mostly in subsistence foodstuff production, not classified as employment according to the 2013 new international standards on statistics of work, employment and labour underutilization.

The national labour force participation rate, that is the percentage of the working age population engaged in the labour force, was 54 percent, indicating that they were either working for pay or profit or seeking employment. The male labour force participation rate was 62 percent, which is higher than the female's (46.9 percent). At the same time, the labour force participation rate in urban areas (62.7 percent) was higher than the rate in rural areas (51.6 percent).

Table 1. 1: Main labour force indicators, LFS 2021

Numbers in ('000)	Total	Male	Female	Urban	Rural	Participate d in subsistence agriculture	Not participate d in subsistence agriculture
Population 16 years old and over	7,719	3,634	4,085	1,671	6,048	2,991	4,728
Labour force	4,167	2,252	1,915	1,048	3,119	1,605	2,561
- Employed	3,288	1,835	1,453	830	2,458	1,194	2,094
- Unemployed	879	417	462	218	661	412	467
Outside labour force	3,552	1,382	2,170	623	2,929	1,386	2,166
Labour underutilization	3,242	1,436	1,806	586	2,656	1,718	1,524
- Unemployed	879	417	462	218	661	412	467
- Time-related underemployed	1,024	529	495	142	882	530	494
- Potential labour force	1,339	490	849	226	1,113	776	563
Labour force participation rate (%)	54.0	62.0	46.9	62.7	51.6	53.7	54.2
Employment-to-population ratio (%)	42.6	50.5	35.6	49.7	40.6	39.9	44.3
Time related underemployment rate (%)	24.6	23.5	25.9	13.6	28.3	33.0	19.3
LU1 - Unemployment rate (%)	21.1	18.5	24.1	20.8	21.2	25.6	18.2
LU2 - Combined rate of unemployment and time-related underemployment (%)	45.7	42.0	50.0	34.4	49.5	58.7	37.5
LU3-Combined rate of unemployment and potential labour force (%)	40.3	33.1	47.4	34.8	41.9	49.9	33.0
LU4 - Composite measure of labour underutilization (%)	58.9	52.4	65.4	46.0	62.8	72.1	48.8

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The employment-to-population ratio, i.e., the percentage of the working age population who is employed, is an indicator of the performance of the national economy in providing employment to its growing population. The ratio was 42.6 percent according to the LFS 2021 results. The employment-to-population ratio was higher among men (50.5 percent) than women (35.6 percent), and higher in urban areas (49.7 percent) than in rural areas (40.6 percent).

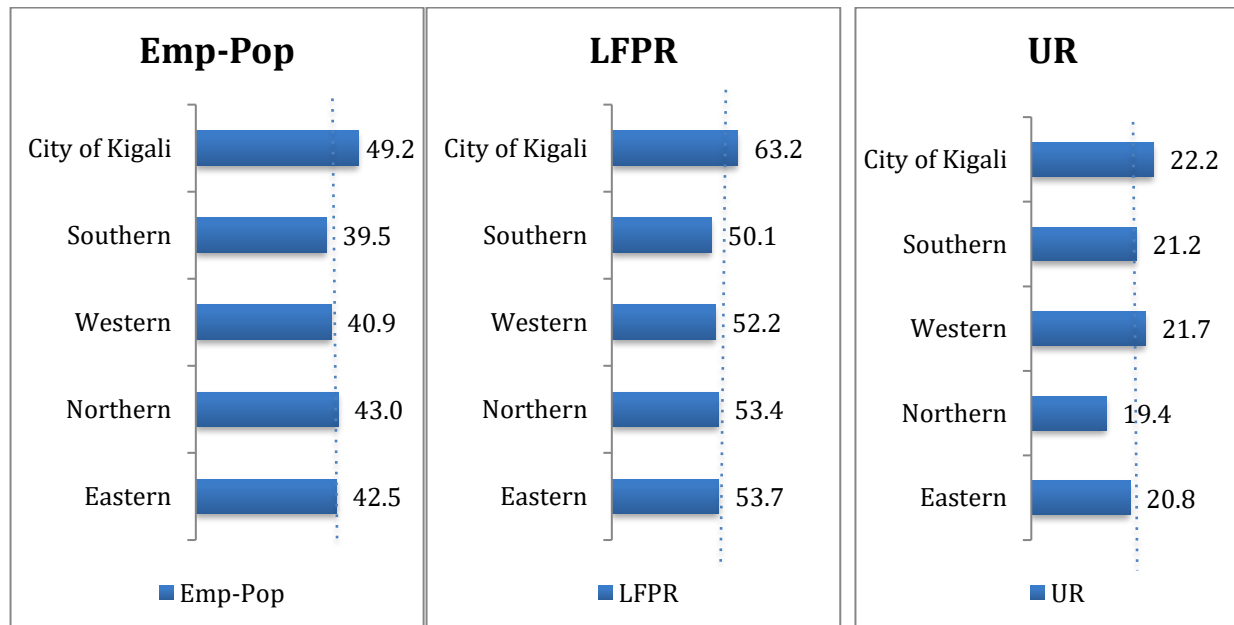
The unemployment rate represents the percentage of the labour force that is unemployed. The rate presented in Table 1.1 as LU1 stood at 21.1 percent, indicating that roughly among five persons in labour force, there was one person unemployed. The female unemployment rate (24.1 percent) was higher than the male rate (18.5 percent) and the unemployment rate was almost the same in urban and rural areas (around 21 percent).

The unemployment rate is not the only indicator of the unmet needs for employment. Other indicators combine time-related underemployment and potential labour force. The potential labour force includes persons who were available for employment but were not seeking employment during the reference period as well as persons who were indeed seeking employment during the reference period but were not currently available for work.

According to the LFS 2021 results, the combined rate of unemployment and time-related underemployment (LU2) was 45.7 percent, more than two times higher than the unemployment rate. The combined rate of unemployment and potential labour force (LU3) was 40.3 percent. The composite measure of labour underutilization (LU4) that combines unemployment, time-related underemployment and potential labour force was 58.9 percent indicating that more than half of the extended labour force was affected by some form of labour underutilization. In general, labour underutilization affected female (65.4 percent) workers more than male workers (52.4 percent), and rural areas (62.8 percent) more than urban areas (46.0 percent).

Labour market situation varies from one part of the country to another. Figure 1.1 shows the main labour force indicators for the five Provinces of Rwanda. More detailed regional data are presented in the Statistical Annex C. It is observed that the labour force participation rate in 2021 was significantly higher than the rate at national level in the City of Kigali (63.2 percent), around the national average in the Eastern Province (53.7 percent), while it was below the national average in Northern Province (53.4 percent), in the Western Province (52.2 percent), and in the Southern Province (50.1 percent).

Figure 1. 1: Regional variations of Labour force participation rate, Employment-to-population ratio and Unemployment rate



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Note: Dotted line represents the national average of corresponding indicator.

A similar pattern is observed with respect to the employment-to-population ratio. The results indicate that the rate was higher than the national average in the City of Kigali (49.2 per cent) and about average in the Northern and East Province (43.0 and 42.5 percent respectively) and lower than the national average in the South Province 39.5 percent, and in the West Province (40.9 percent).

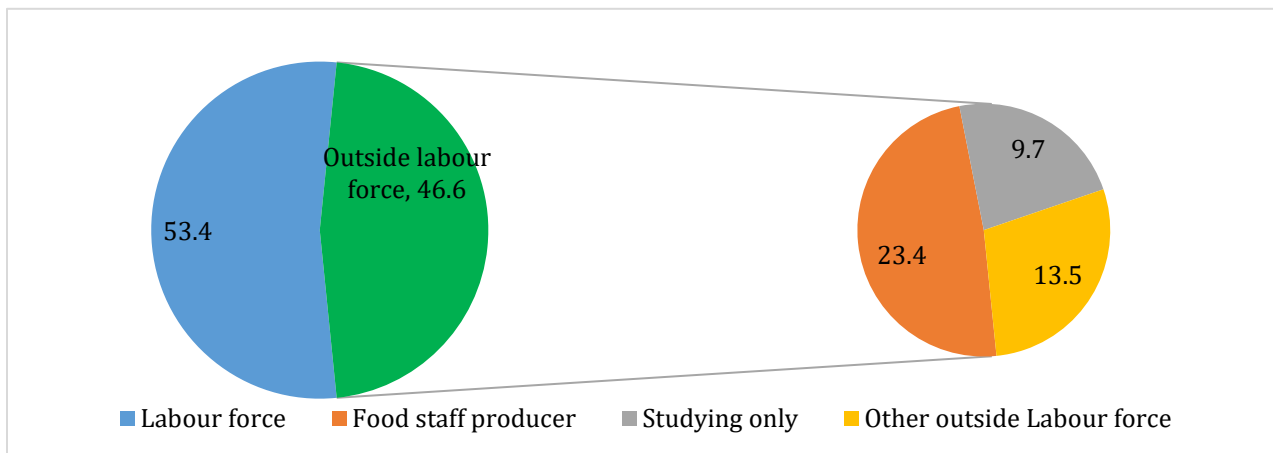
The unemployment rate shows a different pattern, it was the lowest North Province (19.4 percent), followed by the East Province, (20.8 percent), and above average in the City of Kigali (22.2 percent), in the West Province (21.7 percent), and in the South Province (21.2 percent).

Overall, the regional pattern that emerges indicates significantly higher labour market activity in the City of Kigali in the form of employment as well as in the form of unemployment. The South Province shows the presence of the lowest employment activities and the North province shows the lowest unemployment rate, and this may be due to the presence of relatively higher number of people outside labour force in those Provinces.

Chapter 2: Working age population characteristics and Labour force participation

The population constitutes the human capital of a nation and defines its potential labour supply. From an economic point of view, the working population is a factor of production and its aptitude and skills level contribute to the productivity of the national economy. From a social point of view, different categories of the population form social groups of particular concern and meeting their needs are major challenges faced by public institutions and society at large. Figure 2.1 shows the working age population by its components. In Rwanda, working age population is defined as those who are aged 16 years old or above. According to presented results, the population in labour force represents 53.4 percent of the working age population. The remainder of the population is outside labour force (46.6 percent) of which 23.4 percent is in subsistence foodstuff production, 9.7 percent studying only and 13.5 percent as other outside labour force such as elderly people, disabled, discouraged job seekers etc.

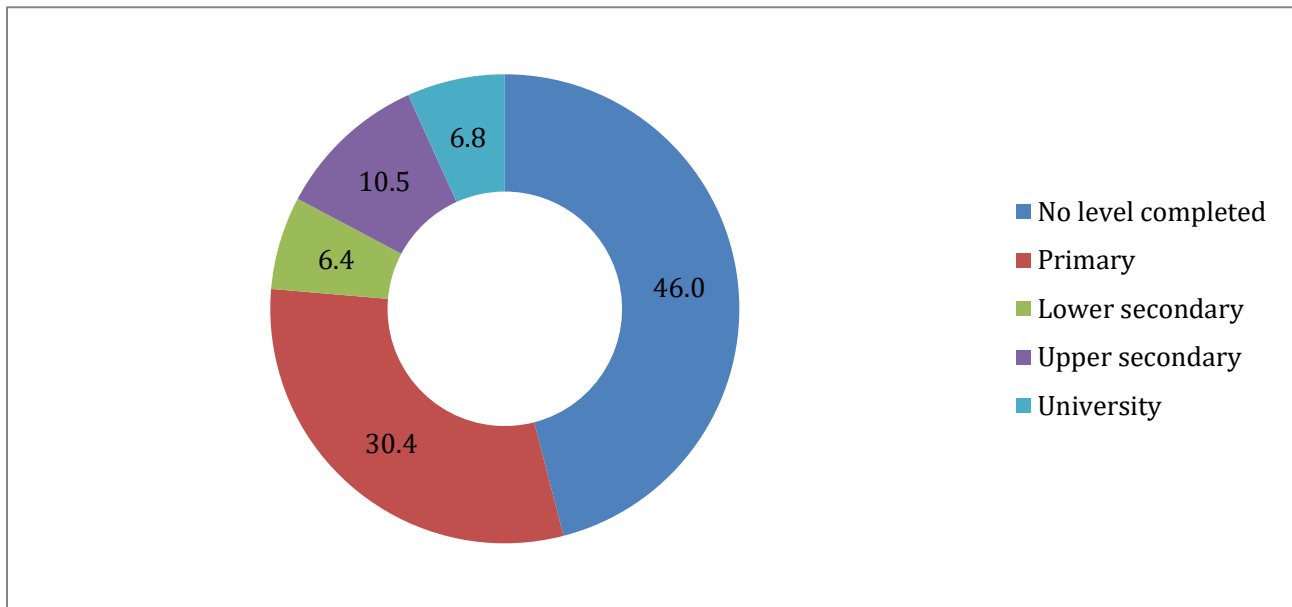
Figure 2. 1: Working age population status (16 years and above)



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The skill level of the labour force may be assessed by the educational attainment of the labour force participants. Figure 2.2 presents the distribution of the labour force by educational attainment. There are a substantial number of people in labour force who have not completed any level of education (46.0 Percent). The share of the labour force with lower and upper secondary education was 6.4 percent and 10.5 percent respectively; while the proportion of university graduates was 6.8 percent.

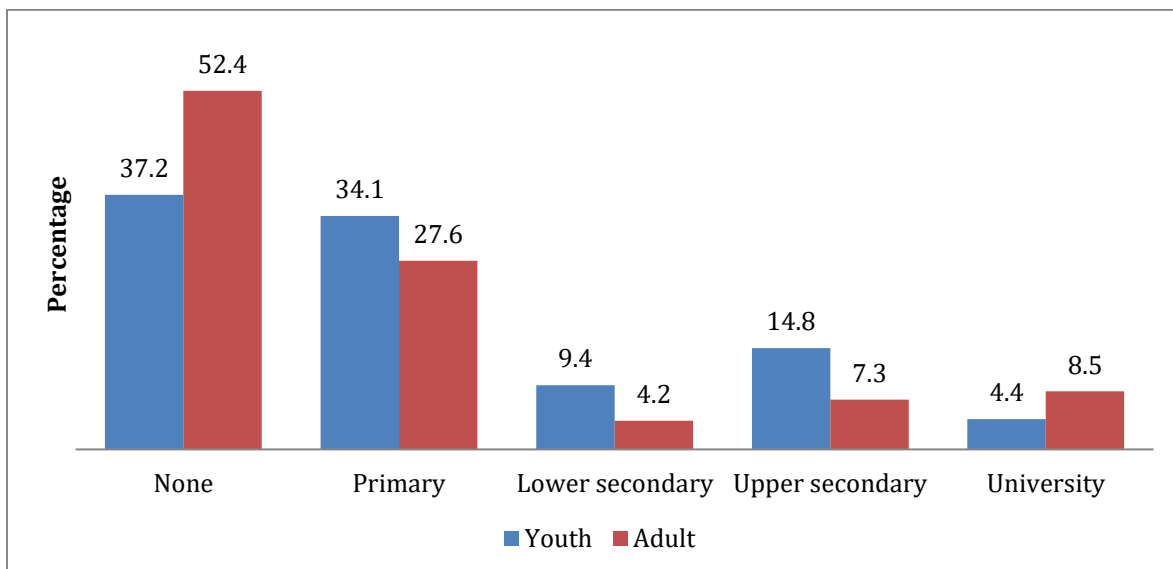
Figure 2. 2: Percentage distribution of labour force by educational attainment



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The proportion of youth is higher than the one for adult in three level of education attainment (Primary, Lower secondary and upper secondary). About 34.1 percent of youth in labour force has Primary education against 27.6 percent among adult and for upper secondary, the proportion of youth is 14.8 percent against 7.3 percent for adults. Dissimilarly, the proportion of youth is lower than the one of adults among those who has not completed any level of education as well as among university graduates.

Figure 2. 3: Distribution of labour force by education attainment among young and adult population

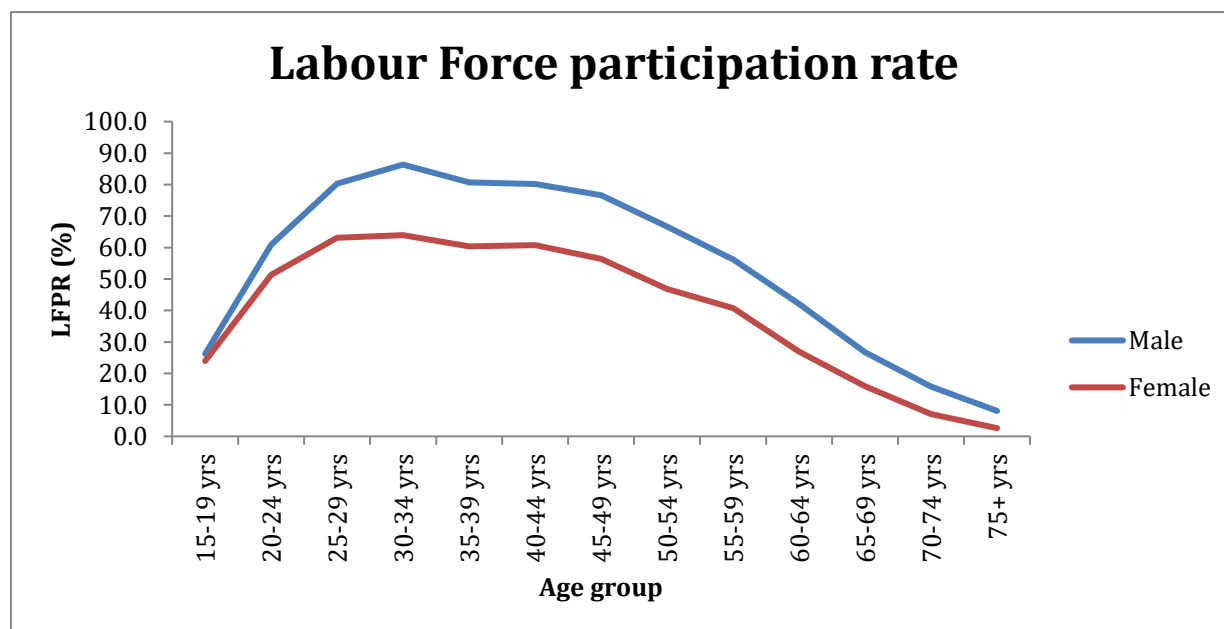


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The labour force participation rate, i.e., the ratio of the labour force to the working age population expressed in percentage terms, is an indicator of the level of labour market activity. It measures the extent of the working age population who is in the labour force. The breakdown of the labour force participation rate by sex and age group gives a profile of the labour force participation as shown in Figure 2.4.

Like most of the countries, the Rwanda labour force participation rate has an inverted-U shape. As usual, the male curve is above the female curve, reflecting a higher labour force participation of male at virtually all age groups. For each sex, the curve increases for young people when they leave school and enter the labour market. It reaches a peak in the age group 30-34 years for men and in the age group 25-29 for women. The labour force participation rate decreases sharply for both men and women from 50-year-old, as people leave and retire from the labour market at older ages. The age from which more than a half of working age population is out of labour force is 60 years old for males and 50 years old for females.

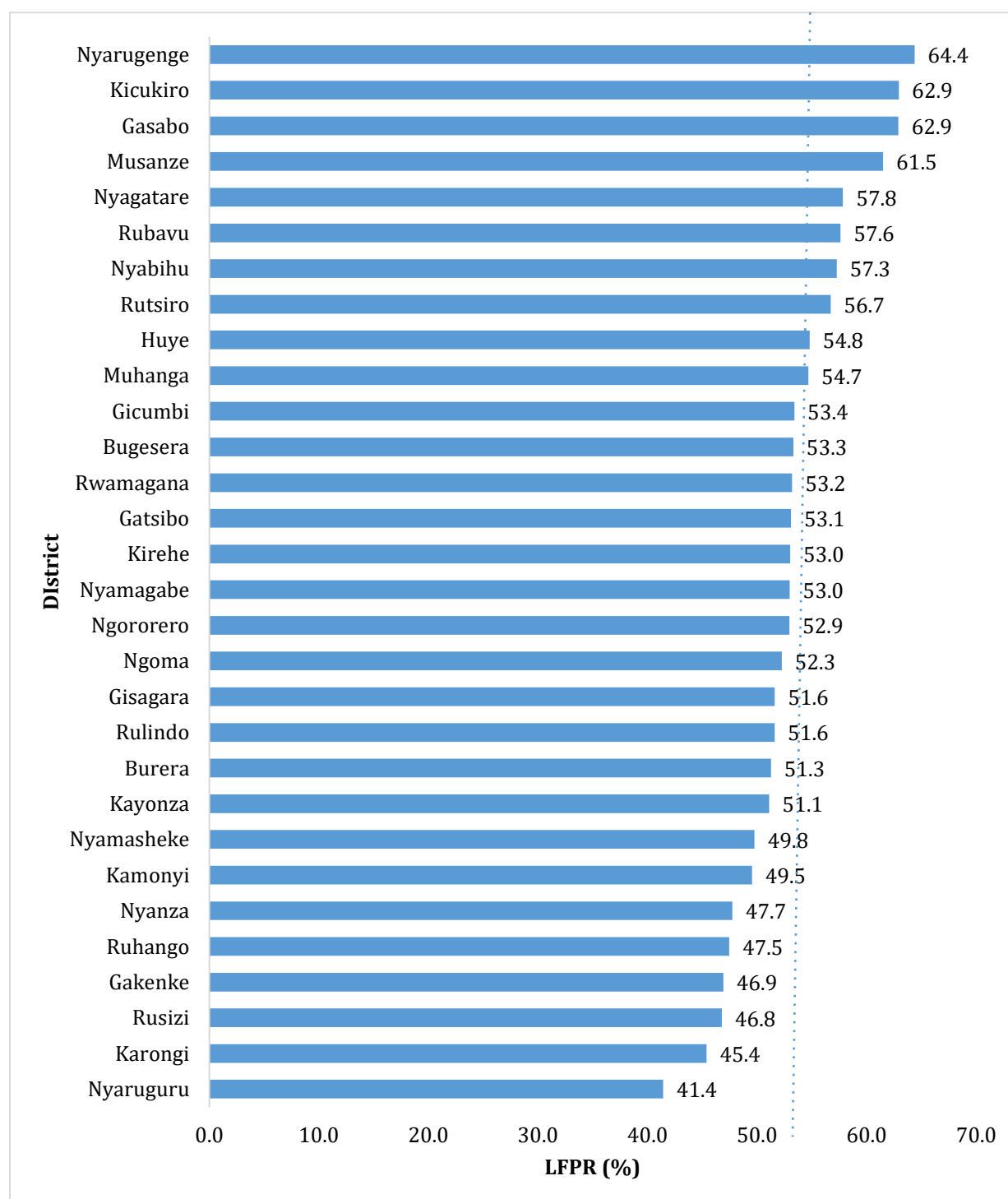
Figure 2. 4: Labour force participation rate by sex and age group



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Among the districts of Rwanda, the Labour force participation rate is higher in the Districts of the City of Kigali (Highest in Nyarugenge with 64.4 percent, Kicukiro and Gasabo with 62.9 percent, each.) and in Musanze (61.5 percent) Nyagatare (57.8 percent). Conversely, the labour force participation rate was lower in Nyaruguru (41.4 percent, Karongi (45.4 percent), Rusizi (46.8 percent) and Gakenke (46.9 percent). Generally LFPR has got improvement among the District which recorded the Lowest LFPR as compared with 2019 (See Table C.60 in annex).

Figure 2. 5: Labour force participation rate by District



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Chapter 3: Employment

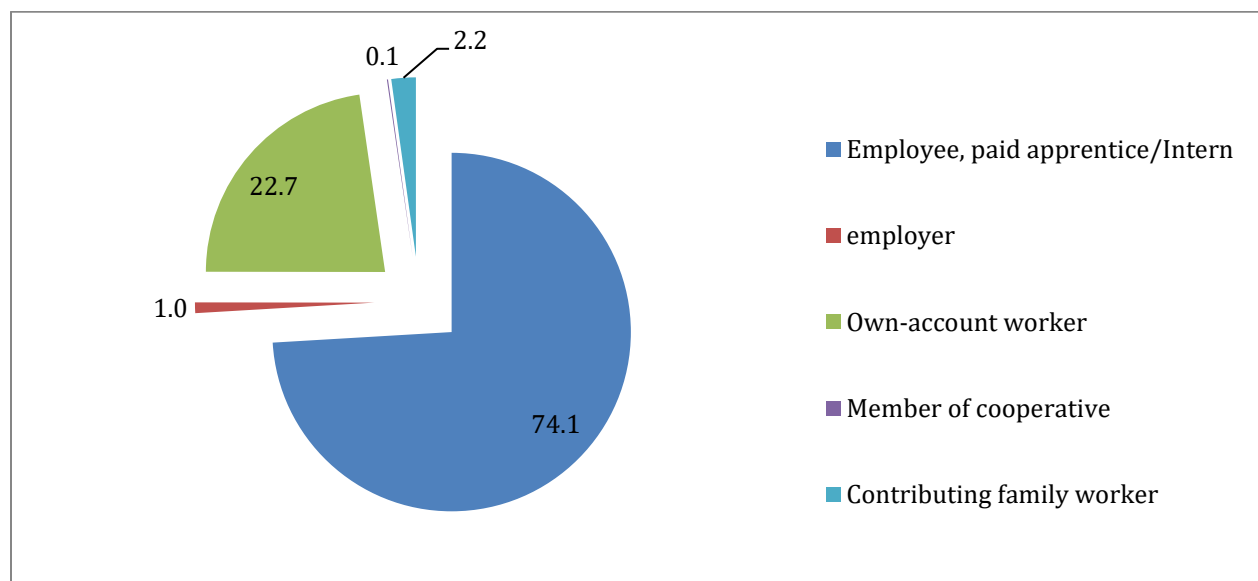
Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the capacity of the economy to provide employment to a growing population. In 2021, the employment-to-population ratio was 42.6 percent; which shows a decline of 3.7 percentage points as compared to the employment-to-population registered in the year 2020 which stood at 46.3 percent.

3.1 Status in employment

Status in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations.

The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment.⁴ Figure 3.1 shows the composition of the employed population by status in employment in main job. Around three quarter of the employed population (74.1 percent) were employees or paid apprentices or trainees. The share of own-account workers was (22.7 percent), followed by contributing family workers (2.2 percent), employers (1.0 percent) and members of producers' cooperatives (0.1 percent).

Figure 3. 1: Status in employment at main job



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

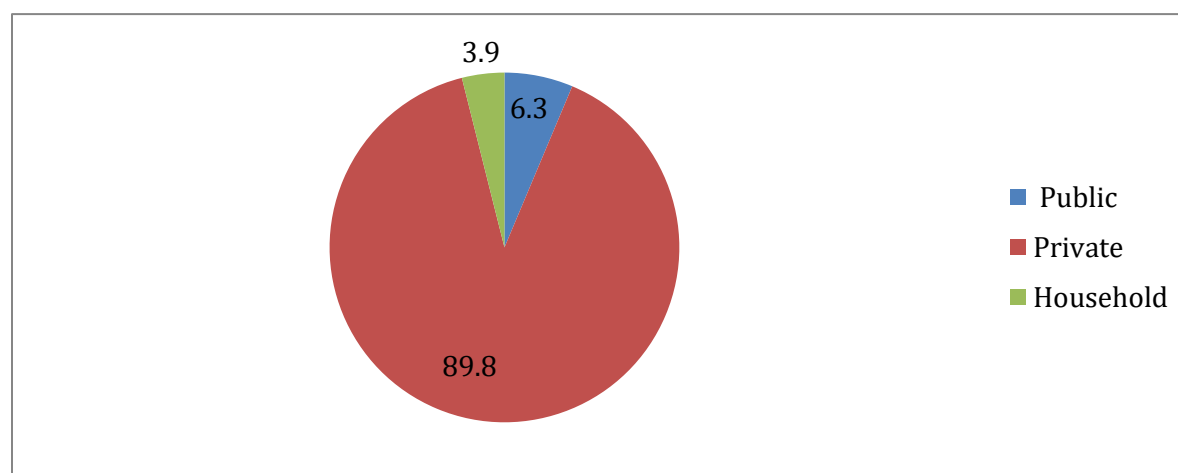
The data disaggregated by sex show that there is a slight difference between males and females who were employed as employees. The percentage of female employed as employees was 73.0 percent

⁴ILO, *International Classification of Status in Employment, ICSE-93*, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>.

against 74.9 percent among males while the percentage of females employed as contributing family workers was higher (4.0 percent) compared to 0.8 percent among males.

The distribution of the employed population by sector of employment reveals that the majority of employed persons were in private sector (89.8 percent) followed by Public sector and household as employer that employ 6.3 percent and 3.9 percent respectively. The private sector also includes those who were engaged in the cooperatives, and in international/ local non-governmental organizations (less than 1 percent each).

Figure 3. 2: Employed population by sector of employment



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

3.2 Branches of economic activity and occupations

3.2.1 Branches of economic activity

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the reference period. An establishment may be a farm, a mine, a factory, a workshop, a store, an office or a similar type of economic unit. It is important to distinguish enterprises from establishments. “Enterprise” is a broader concept than “establishment”. An enterprise is a legal entity (or group of legal entities) and may have a number of establishments with different economic activities and different locations.

Table 3.1 illustrates the distribution of the employed population by branch of economic activity in main job. The survey results show that agriculture employment was by far the most frequent branch of economic activity, comprising 47.7 percent of employment. The branch of economic activity with the next highest number of employed persons was construction (11.1 percent) followed by trade (10.7 percent), manufacturing (4.8 percent), transportation and storage (4.8 percent), activities of households as employers of domestic personnel (4.1 percent). The other branches of economic activity comprised each less than four percent of total employment.

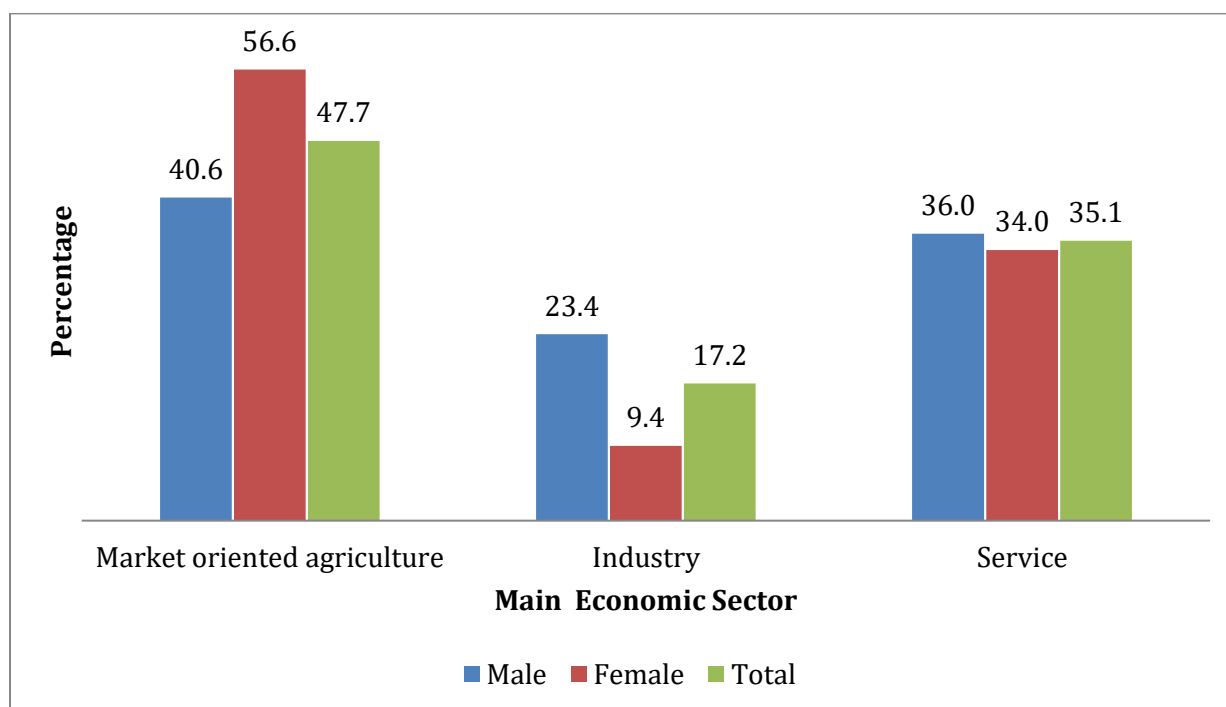
Table 3. 1: Employed persons by branch of economic activity in main job

Branch of economic activity	Number	Percent
Total	3,287,697	100
Agriculture, forestry and fishing	1,567,115	47.7
Mining and quarrying	29,928	0.9
Manufacturing	157,979	4.8
Electricity, gas, steam and air conditioning supply	7,040	0.2
Water supply, sewerage and waste management	5,692	0.2
Construction	365,234	11.1
Wholesale, retail trade, repair of motor vehicles, motorcycles	350,958	10.7
Transportation and storage	156,808	4.8
Accommodation and food service activities	54,396	1.7
Information and communication	12,026	0.4
Financial and insurance activities	34,407	1.0
Real estate activities	2,718	0.1
Professional, scientific and technical activities	17,569	0.5
Administrative and support service activities	52,713	1.6
Public administration and defense	67,489	2.1
Education	124,340	3.8
Human health and social work activities	48,685	1.5
Arts, entertainment and recreation	6,179	0.2
Other service activities	89,366	2.7
Activities of households as employers	134,313	4.1
Activities of extraterritorial organizations and bodies	2,741	0.1

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The grouping of different branch of economic activities in broad sectors of economic activity as presented in Figure 3.3 shows that services sector employed 35.1 percent of employed person while the share of industry in the total employment was 17.2 percent. Female are more likely to be engaged in market-oriented agriculture than males while in industry and services, the proportion among males was relatively higher than the one among females.

Figure 3. 3: Share of employment by broad branch of economic activity

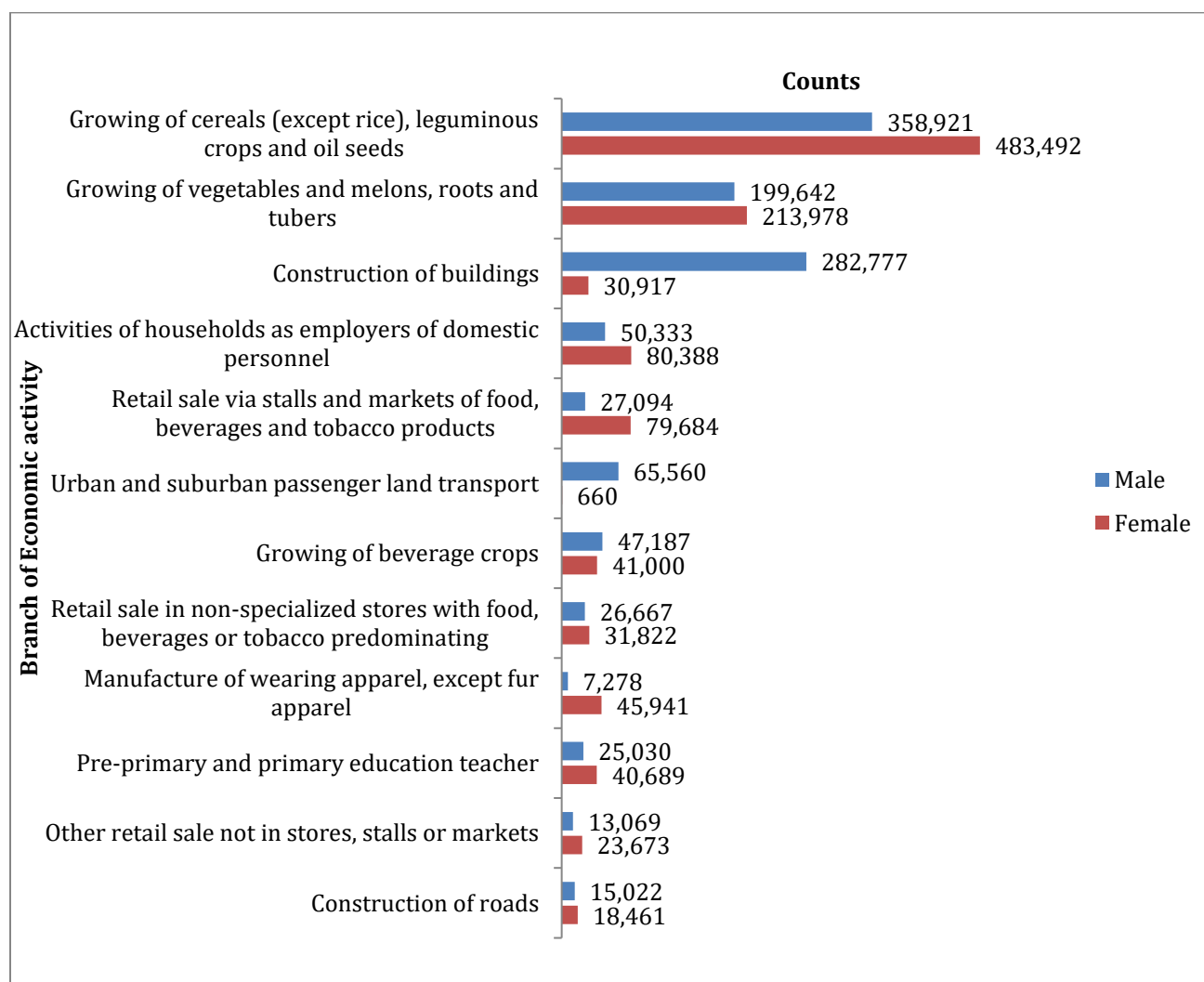


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Note: Agriculture includes forestry, fishing and animal husbandry. Industry includes Mining and quarrying, Manufacturing, Electricity, gas, steam and air conditioning supply, Water supply, sewerage and waste management, and Construction. Services cover the remaining branches of economic activity.

Figure 3.4 shows the distribution of number of employed population by sex among the top twelve disaggregated levels of branches of economic activity. It is worth important to note that nine out of the top twelve economic activities were dominated by female workers, while men dominated in three economic activities with remarkable difference in construction of buildings. However, most of the economic activities dominated by females are related to agriculture and most of those females are agriculture laborers or retail seller.

Figure 3. 4: Top twelve disaggregated branches of economic activity of employed persons at main job



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

3.2.2 Occupation

Occupation refers to the kind of work done by a person employed (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person.

Table 3.2 presents the distribution of the employed population by occupation category and sex in the main job. The occupation category with the highest frequency (62.0 percent) was elementary occupations involving the performance of simple and routine tasks. It includes cleaners and helpers, agricultural, forestry and fishery labourers, labourers in mining, construction, manufacturing and transport, food preparation assistants, street and related sales and service workers and other elementary workers.

Table 3. 2: Employed persons by occupation and sex in main job

Major occupation group	Male	Female	Total	%
Total	1,834,964	1,452,733	3,287,697	100
Legislators, Managers and Senior Officials	22,279	12,003	34,282	1.0
Professionals	119,154	86,222	205,376	6.2
Technicians and Associate Professionals	30,029	12,429	42,458	1.3
Clerical Support Workers	14,931	17,039	31,970	1.0
Service and Sales Workers	221,196	246,474	467,670	14.0
Skilled Agricultural, Forestry and Fishery Workers	79,954	64,879	144,833	4.4
Craft and Related Trades Workers	190,654	62,667	253,321	7.7
Plant and Machine Operators and Assemblers	81,536	877	82,413	2.5
Elementary Occupations	1,075,230	950,143	2,025,373	62.0

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The occupation category with the second highest frequency was services and sales workers (14.0 percent), followed by craft and related trades workers (7.7 percent), professionals (6.2 percent) and skilled Agricultural (4.4 percent). The remaining occupation categories each covered less than three percent of the employed population. Most of the main occupation categories were male dominated with a huge difference among Craft and Related Trades Workers. The female - dominated occupations were clerical support workers as well as Service and Sales Workers.

Table 3.3 below portrays the distribution of occupation according to the attained level of education. The results show that, holders of primary education or lower are predominantly employed in elementary occupations while University graduates are more likely to be engaged as professionals. It is observed that some of the university graduates are engaged in occupation categories which normally require lower level of skills than their qualifications. Holders of secondary level of education are predominantly employed as Service and sales workers or in elementary occupations.

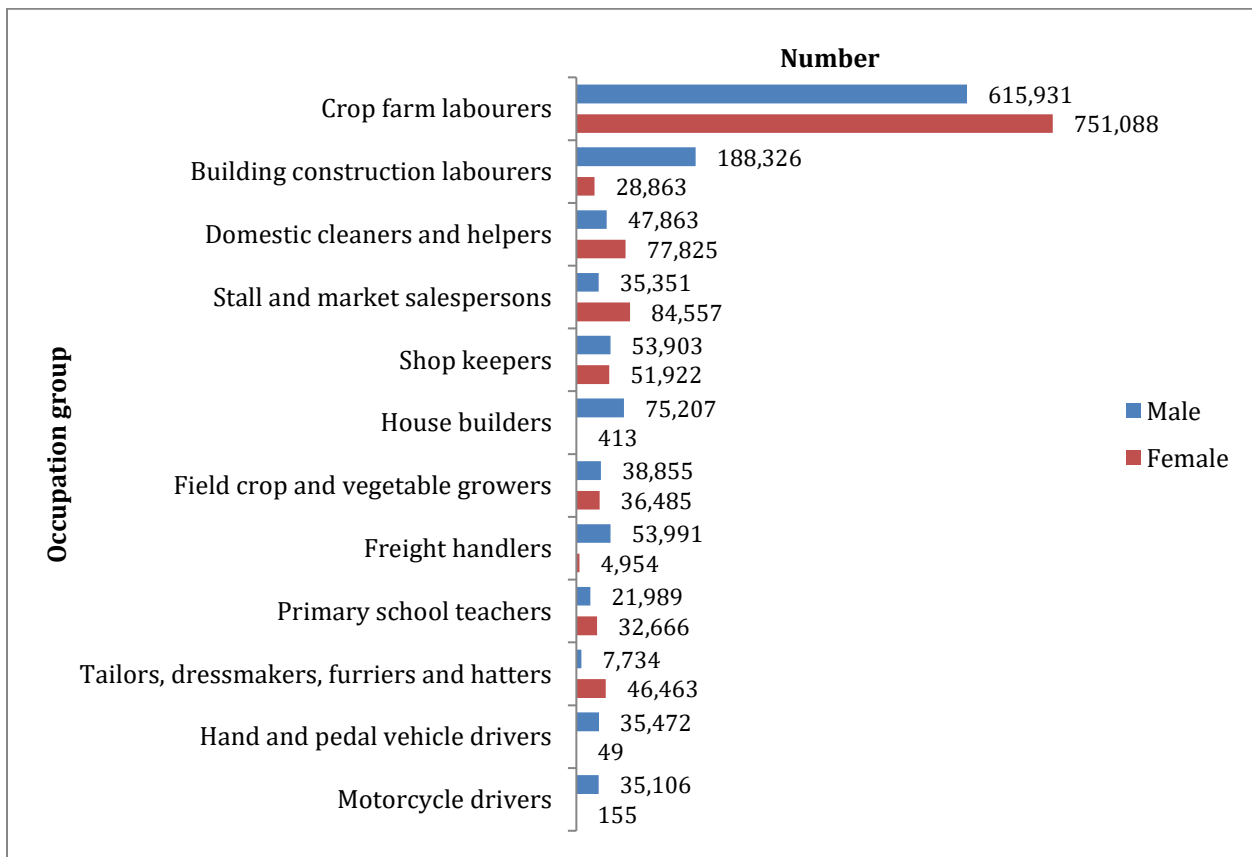
Table 3. 3: Distribution of employed population by occupation according to the level of education

ISCO High level	Primary or lower	Secondary(Lower and upper)	University	Total
Legislators, Managers and Senior Officials	0	1.3	11.6	
Professionals	0.7	16.4	45	
Technicians and Associate Professionals	0.2	2.4	11.3	
Clerical Support Workers	0.1	2.4	7.5	
Service and Sales Workers	11.1	28.4	16.9	
Skilled Agricultural, Forestry and Fishery Workers	4.6	4.9	1.6	
Craft and Related Trades Workers	7.1	13.2	2.7	
Plant and Machine Operators and Assemblers	2.1	5	1.6	
Elementary Occupations	74.2	26.2	1.8	
Total	100	100	100	100

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Figure 3.5 lists the top twelve disaggregated occupations and compares their frequency among male and female employed persons. On one hand, it is observed that there were more women than men employed as crop farm labourers, domestic cleaners and helpers, stall and market sales person and tailors, dressmakers, furriers and hatters. On the other hand, there were more men than women employed as building construction labourers, house builders, hand and pedal vehicle drivers, motorcycle drivers and freight handlers. The number of female is much more dominant among persons employed in related agricultural work. The remaining had more or less same number of male and female.

Figure 3. 5: Top twelve disaggregated occupations of employed persons at main job



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

3.3 Informal sector and informal employment

3.3.1: Employment in Informal sector

The concept of informal sector is broadly characterized as unincorporated enterprises owned by households.⁵ In such economic units the fixed capital and other assets of the enterprise do not belong to the production units as such but to their owners, and may be used both for production and personal purposes. Production expenditure can hardly be separated from household expenditure. In practice, in the LFS, employment in the informal sector was defined as all persons 16 years of age and over who were engaged in unregistered⁶ private business enterprises that did not keep written records of accounts. Workers engaged by households were excluded from the classification of employment in the informal sector.

The results of the survey show that there were 2,727,850 employed persons in the informal sector, corresponding to 83.3 percent of total employment. The employed persons in the informal sector were mostly male (55.7 percent) who were mostly employees or paid apprentices (71.1 percent) or own-account workers (27.1 percent).

Employment in the informal sector was mostly in market oriented agriculture (56.8 percent), followed by Construction (12.6 percent), whole sale and retail trade, repair of motor vehicles and motorcycles (11.7 percent), Transport and storage (5.3 percent), and in manufacturing (4.6 percent)

3.3.2 Informal 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.⁷ 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.

⁵ILO, *Resolution on the measurement of employment in the informal sector*, Fifteenth International Conference of Labour Statisticians (ICLS), Geneva, 1993.

⁶ Unregistration meant not registered with the Rwanda Revenue Authority or not paying PAYE/TPR.

⁷ILO, *Guidelines concerning a statistical definition of informal employment*, Seventeenth International Conference of Labour Statisticians, Geneva, 2003.

According to LFS 2021, there were in total 2,956,274 persons with informal employment at main job, constituting almost 89.9 percent of total employment. Informal employment jobs were held mostly by male workers (55.2 percent), however, the informal employment rate was higher among females (91.2 percent) as compared to males (88.9 percent)

Table 3.4 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 number of persons with informal employment engaged in the formal sector.

Table 3. 4: Classification of Production units and informal or formal job

Classification of production units	Classification of jobs			
	Formal employment	Informal employment	Don't Know	Total
Informal sector	1,518	2,714,182	12,149	2,727,850
Formal sector	311,257	112,032	5,837	429,127
Household	202	130,060	458	130,720
Total	312,978	2,956,274	18,445	3,287,697

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

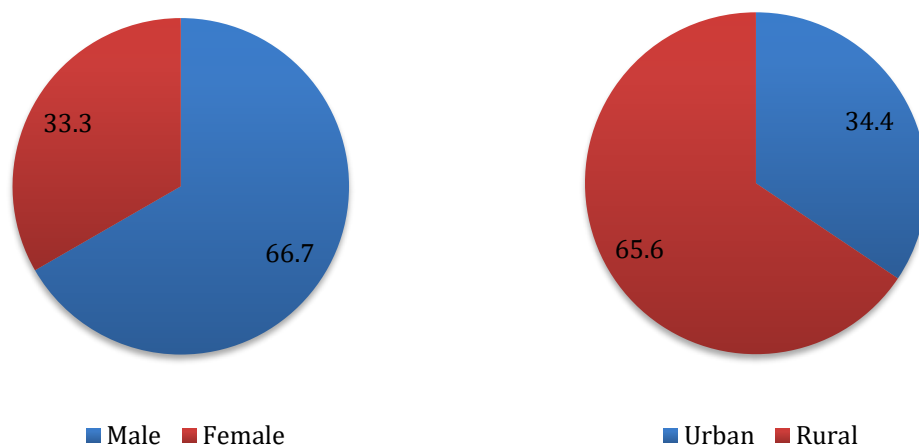
The number of persons with informal employment in the formal sector was 112,032 persons. An example of this category of persons remains the employee with short-term contract without social security contribution by the employer working in a large private corporation or a small enterprise.

3.3.3 Informal sector outside agriculture

The share of the informal sector in non-agriculture employment (73.9 percent) is substantially lower than the corresponding share in total employment (89.9 percent). This implies a relatively few agriculture holdings that are formal, most being informal this raising the share of the informal sector in total employment. Informal sector employment outside agriculture is composed of own-account workers (48.6 percent) and employees (47.8 percent), the remainder being contributing family workers (2.2 percent), employers (1.3 percent) others having less than 1 percent. The bulk is engaged in services (57.8 percent), particularly in retail trade including shopkeepers, street vendors, and market and stall sales persons.

The following diagrams show the composition of non-agriculture informal sector employment by sex, and by urban and rural areas. The left panel indicates that men make-up almost two-third of employment in the informal sector outside agriculture (66.7 percent). This is in contrast with the share of men in total informal sector employment (55.2 percent), suggesting that there are relatively fewer men than women engaged in informal agriculture holdings.

Figure 3. 6: Composition of non-agriculture informal sector employment by sex and urban/rural area



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The right panel of the diagram gives the urban-rural breakdown. It shows that more than one-third of informal sector employment outside agriculture is urban (34.4 percent), a value higher than the percentage of urban employment in total informal sector, agriculture and non-agriculture combined (18.7 percent). This result is in line with the expectation that employment in informal agricultural holdings is relatively lower in urban areas than in rural areas.

3.4 Working time and income from employment

3.4.1 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 analyzed in conjunction with data on hours of work in order to distinguish the various intensities of employment. Data on hours of work are also necessary to calculate time-related underemployment and hourly income from employment so that the resulting income data are comparable across different categories of workers. The LFS measured two concepts of hours of work:

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

According to the results shown in table 3.5, the average number of hours usually worked per week by employed persons in their main job was 36.0 hours. The corresponding average number of hours

actually worked during the reference week was 28.8 hours. Around 38,099 persons representing 1.2 percent of the employed population reported to have been engaged in secondary jobs during the reference week. The average number of hours usually worked on secondary jobs was 15.2 hours per week while the average number of hours actually worked on secondary jobs was 12.6 hours during the reference week.

Table 3. 5: Usual and actual hours of work at main and secondary jobs

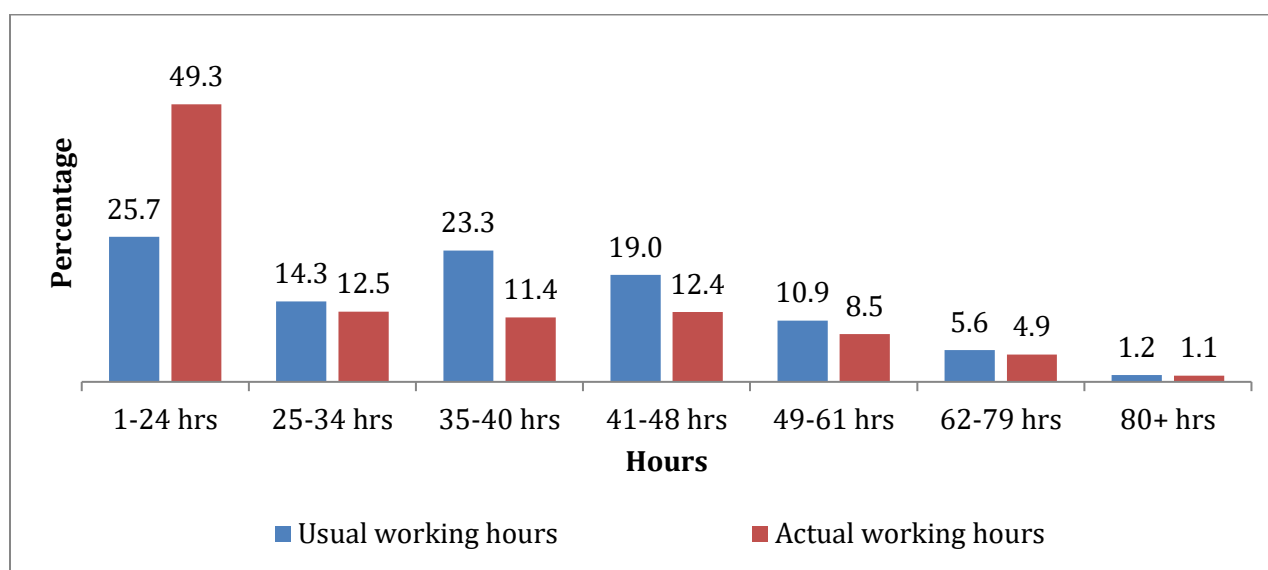
Job category	Number of employed persons	Average hours usually worked per week	Average hours actually worked in reference week
Main job	3,287,697	36.0	28.8
Secondary job	38,099	15.2	12.6
All jobs	3,287,697	36.2	29.5

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The average number of hours usually worked at all jobs was 36.2 hours per week and the corresponding number of hours actually worked during the reference week was 29.5 hours. Finally, for 7.2 percent of the employed persons, the usual number of hours worked was lower than the actual number of hours of work. In total, the volume of employment in terms of actual hours worked at all jobs in the reference week was 95 million hours.

Figure 3.7 shows the size distribution of total weekly usual and actual hours of work of the employed population. The percentage of persons working part-time or short hours (lower than 35 hours per week) was 40.0 percent measured in terms of usual hours worked and 61.8 percent measured in terms of actual hours of work.

Figure 3. 7: Usual and actual hours of work of employed persons at all jobs



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The percentage of persons working excessive hours (49 or above hours) was about 17.8 percent, when measured in terms of actual hours of work and 14.5 percent when measured in terms of usual hours of work. Excessive hours of work are defined as more than 48 usual hours of work per week at all jobs. Very long or excessive hours of work is a threat to physical and mental health, interfering with the balance between work and family life, reducing productivity and often signaling an inadequate hourly pay.⁸ The results show that male workers are affected relatively more by excessive hours of work than female workers (21.5 percent for male against 13.0 percent for female).

3.4.2 Income from employment

An attempt has been made in the LFS to measure income from employment in cash and in-kind at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation in self-employment and paid employment jobs, the international definition of *employment-related income* distinguishes between paid employment and self-employment.⁹ In the case of paid employment, the concept is defined in terms of its components, namely, remuneration in cash and in kind, profit-related pay and current receipts of employment-related social benefits. In the case of self-employment, the concept is defined as the difference between gross value of output and operating expenses.

Given that respondents are generally reluctant about providing information on their income in surveys, the LFS questionnaire was designed in a way so as to make response as easy as possible. The series of questions (D12 to D19) thus begun by asking paid employees the amount earned at their main job in cash the last time they were paid and then by asking the period it covered. If the respondent refused to provide the information or did not know the amount, another question was asked phrased in terms of 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 on cash income from employment of employees at main job for which more reliable data could be obtained. The data were processed on this basis as presented in Annex B.5 of this report

Table 3.6 shows the period of coverage of last payment of paid employees at main job. About 29.3 percent of employees reported that their last cash payment covered one month. For another 0.8 percent paid employees, the last payment covered two weeks, 3.7 percent covered one week, and 66.2 percent covered one day. The corresponding median monthly cash payment was 45,000 RWF, the median two-week cash payment was 18,350 RWF, the median one-week cash payment was 5,000 RWF and the median daily cash payment was 1000 RWF.

⁸[ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, May 2012, pp. 86-87.

⁹ILO, *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 3. 6: Period of coverage of last income payment of paid employees at main job

Period of payment	Cash income from employment		In-kind income from employment	
	Number of responses	Median income	Number of responses	Median income
Total	12,763		304	
Month	3,741	45,000	109	30,000
Two weeks	98	18,350	2	8,750
One week	475	5,000	18	2,000
One day	8,446	1,000	170	500
One year	3	100,000	5	50,000

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Note: Un-weighted numbers and medians

Table 3.7 presents the resulting size distribution of cash monthly income from employment of employees at main job. According to these results, the substantial part of paid employees (33 percent) earn less than 20,000 RWF per month. It is also observed that about 65 percent of paid employees earn a monthly income less than 30,000RWF. The proportion of employees whose monthly income is 100,000RWF or above was 11.6 percent. The median income from paid employment of employees at main job was about 26,000 RWF per month while the mean monthly income was 54,073 RWF.

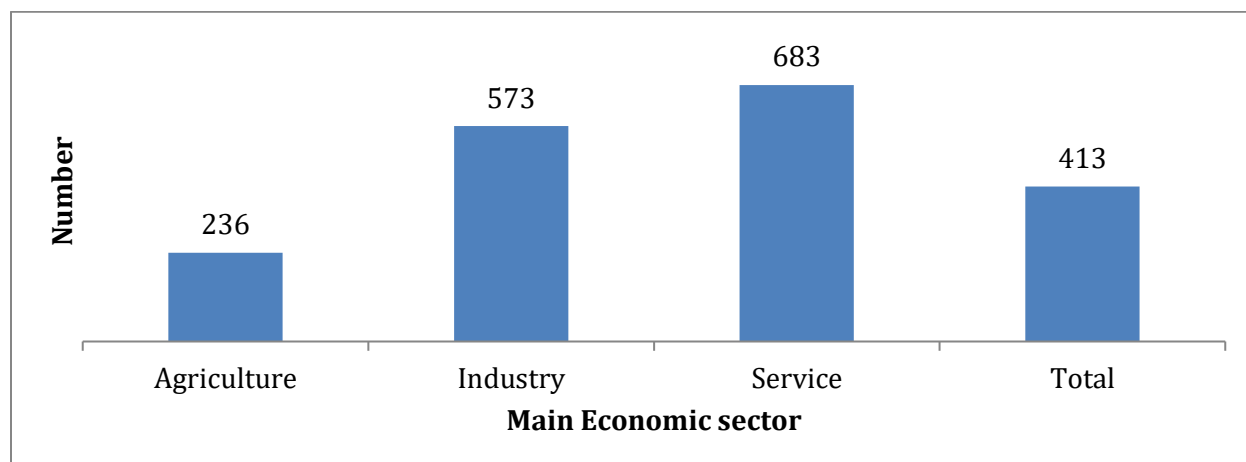
Table 3. 7: Size distribution of harmonized monthly income from employment at main job

Monthly income from employment (RWF)	Number of paid employees	Percentage distribution
Total	2,434,750	100.0%
Less than 20,000 RWF	803,757	33.0%
20,000 – 29,999 RWF	765,224	31.4%
30,000 – 49,999 RWF	277,985	11.4%
50,000 – 99,999 RWF	290,065	11.9%
100,000 RWF and above	282,620	11.6%
Not stated	15,099	0.6%
Median	26,000 RWF	
Average	54,073 RWF	

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Finally, the average hourly cash income from employment of employees at main job was calculated by broad branch of economic activity. The results are shown in Figure 3.9. The overall average hourly cash income from employment of employees at main job was 413 RWF per hour, and the corresponding values were 236 RWF per hour in agriculture, 573 RWF per hour in industry and 683 RWF per hour in services.

Figure 3. 8: Average hourly cash income from employment of employees at main job by broad branch of economic activity (RWF per hour)



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

3.5 Job creation

The government of Rwanda through the National strategy for transformation has a target of creating 1,500,000 decent and productive jobs during the period of 7 years from 2017 to 2024 (around 214,000 jobs annually). Due to the absence of International or National guidelines on the measurement of decent and productive created jobs, 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 of employment stock in two consecutive points of data collection, which gives the net change in employment between two data collection periods.

Using the same methodology in the current annual labour force survey, the net change in number of jobs between 2019 and 2021 was calculated based on the stock of main off farm jobs in 2019 and 2021. The results presented in the table below show that off farm jobs decreased by 16.0 percent corresponding to the net job loss of 323,382 off farm jobs between 2019 and 2021.

The analysis of job gain and loss according to the main economic sectors illustrates that the most contributed sector in job loss in terms of absolute number is whole sale and retail trade; repair of motor vehicles and motorcycles with about 134,541 jobs lost corresponding to 27.8 percent annual decrease followed by activities of households as employers with about 70,194 jobs lost equivalent to a decrease of 34.5 percent as compared to the previous year and by manufacturing (-48,649), and accommodation and food services activities (-41,993).

Table 3. 8: Net change in employment at main Job from 2019 to 2021

ISIC High level	2021	2019	Net Job Changes	Annual change rate
Mining and quarrying	29,928	71,205	-41277	-58.0%
Manufacturing	147,634	196,283	-48649	-24.8%
Electricity gas steam and air conditioning supply	7,040	9,237	-2197	-23.8%
Water supply, gas and remediation services	5,692	7,448	-1756	-23.6%
Construction	361,120	313,803	47317	15.1%
Whole sale and retail trade; repair of motor vehicles and motorcycles	349,981	484,522	-134541	-27.8%
Transportation and storage	155,968	170,913	-14945	-8.7%
Accommodation and food services activities	54,396	96,389	-41993	-43.6%
Information and communication	11,669	11,515	154	1.3%
Financial and insurance activities	34,342	35,051	-709	-2.0%
Real estate activities	2,718	4,078	-1360	-33.3%
Professional, scientific and technical activities	17,569	26,905	-9336	-34.7%
Administrative and support activities	51,322	58,589	-7267	-12.4%
Public administration and defense; compulsory social security	66,946	67,179	-233	-0.3%
Education	123,858	117,487	6371	5.4%
Human health and social work activities	48,685	45,598	3087	6.8%
Arts, entertainment and recreation	6,109	11,324	-5215	-46.1%
Other services	88,471	71,773	16698	23.3%
Activities of households as employers	133,524	203,718	-70194	-34.5%
Activities of extraterritorial organizations and bodies	2,741	20,078	-17337	-86.3%
Total	1,699,712	2,023,094	-323,382	-16.0%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2019, 2021

A question on total experience of employed person was asked and the answers were recorded into years of experience. If the answer was 0 year, it indicates that the persons got employed in 12 months prior to the interview or that the accumulated experience in different lapses of employment is lower than a year. However, given that more than the majority of person having 0 year of experience are young people (84.6 percent), numbers in the table below may be interpreted as entry employment, especially for young people.

The results show that number of recoded person with working experience less than one year in 2021 (164,189 persons) was slightly lower than the number registered in 2019 (223,781 persons). The economic activities which offered relatively high number of employment opportunities to young people were agriculture, households as employer, trade, construction and manufacturing.

Table 3. 9: Distribution of employed persons with less than 1 year of total experience by economic activity, according to the year of interview

Economic activity	2017	2018	2019	2021
Agriculture forestry and fishing	13,358	48,850	48,052	41,255
Mining and quarrying	1,036	5,472	4,397	1,341
Manufacturing	3,135	17,967	16,564	12,085
Electricity gas steam and air condition	291	721	877	349
Water supply, gas and remediation service	623	721	267	973
Construction	8,342	28,891	21,773	20,118
Whole sale and retail trade; repair of motor cycle and motor vehicle	19,923	41,073	36,914	22,386
Transportation and storage	2,514	8,071	8,473	7,097
Accommodation and food service activities	4,296	5,325	8,180	3,519
Information and communication	945	1,072	442	669
Financial and insurance activities	409	1,437	2,670	2,177
Real estate activities	-	-	371	-
Professional, scientific and technical activities	1,163	1,216	1,776	735
Administrative and support activities	1,070	3,152	5,568	4,628
Public administration and defense; compulsory social security	1,150	1,947	1,841	805
Education	1,728	6,071	6,072	11,892
Human health and social work activities	832	2,310	809	1,472
Arts, entertainment and recreation	99	176	989	156
Other services	3,172	4,320	3,412	3,949
Activities of households as employers	19,817	50,681	53,298	28,583
Activities of extraterritorial organization	757	329	1,039	-
Total	84,660	229,803	223,781	164,189

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2019, 2021

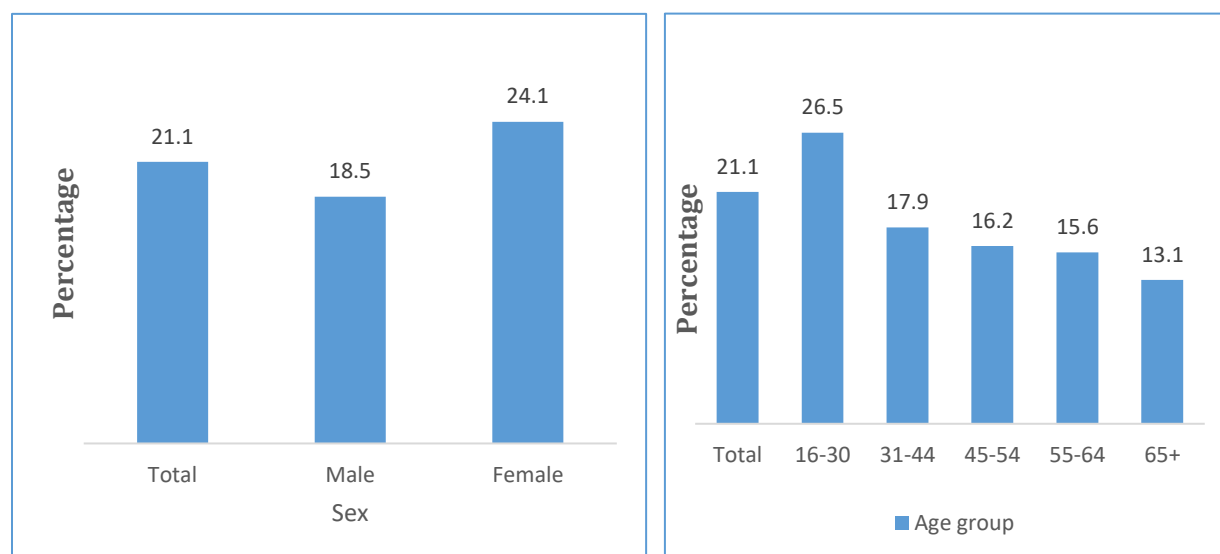
Chapter 4: Unemployment and labour underutilization

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

4.1 Unemployment rate

The unemployment rate, defined as the ratio of the number of unemployed persons to the total labour force, is the most commonly used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market. According to the results of the 2021 LFS, the unemployment rate in Rwanda stood at 21.1 percent; it has increased compared to the previous year (17.9 percent). The unemployment rate stood at 20.8 percent in the urban areas and 21.2 percent in the rural areas. The unemployment rate was higher among female (24.1 percent) than male (18.5 percent) and higher among the youth (26.5 percent) than in the adults (17.1 percent).

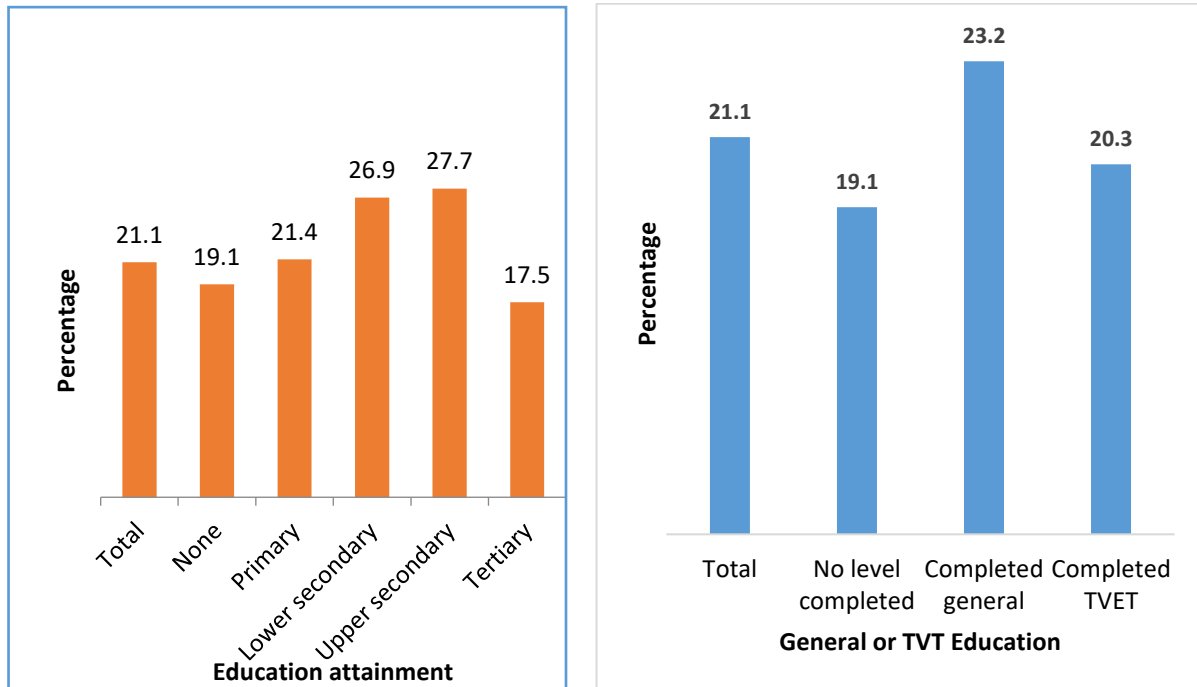
Figure 4. 1: Unemployment rate by sex, age group



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

In terms of educational attainment, the results in Figure 4.2 indicate that the unemployment rate was the highest among persons with upper secondary education (27.7 percent) followed by lower secondary education (26.9 percent). It was the lowest among university graduates (17.5 percent) while for persons with no attained level of education it was 19.1 percent and for 21.4 percent for persons with primary level of education. The unemployment rate was higher among those who completed general education (23.2 percent) compared to those who completed TVET (20.3 percent).

Figure 4. 2: Unemployment rate by educational attainment



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

4.2 Methods and duration for seeking employment

On average, each unemployed person used more than one methods for seeking employment during the specified reference period. The most frequent method of job search was “applying to employers directly, checking at worksites, farms, factory gates, markets or other assembly places” (68.1 percent), followed by seeking the assistance from friends, relatives or other types of intermediaries (31.8 percent) and arranging for financial resources, applying for permits, licenses (17.7 percent). Other methods of job search were placing or answering newspaper or online job advertisements or response to job advertisements (8.3 percent), registering with or contacting public or private employment services (6.3 percent), Placing and updating resumes on professional or social networking sites online (5.5 percent) and looking for land, premises, machinery, supplies, farming inputs (3.5 percent).

The survey provides also data on duration of job search that can be used to estimate long-term unemployment. Long-term unemployment refers to unemployed persons with duration of search for employment lasting 12 months or more, including the reference period. Duration of search for employment is measured from when the unemployed person began carrying out activities to seek employment, or from the end of the last job, whichever is shorter. Duration of unemployment is the length of time that an unemployed person has been without employment, available for employment, and actively seeking employment.

Table 4.1 shows that 18.3 percent of the unemployed who reported duration of job search were long-term unemployed, i.e., seeking employment for 12 months or more. Most unemployed persons were however seeking employment for the period less than three months (48.2 percent). The general shape of the curve of unemployment by duration of job search is L-shaped with concentration at the left hand side of the distribution.

Table 4. 1: Duration of unemployment: Elapsed duration of job search

Elapsed duration of job search	Number of unemployed reporting duration of job search	%
Total	825,511	100.0
Less than 3 months	397,675	48.2
3 – less 6 months	186,606	22.6
6 – less 12 months	89,773	10.9
1 – less 2 years	82,025	9.9
2 years or more	69,431	8.4

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The median reported duration of search for employment by the unemployed was 3.0 months. It is the median duration of job search until the date of the survey.¹⁰ The duration of unemployment

¹⁰Kiefer, 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.

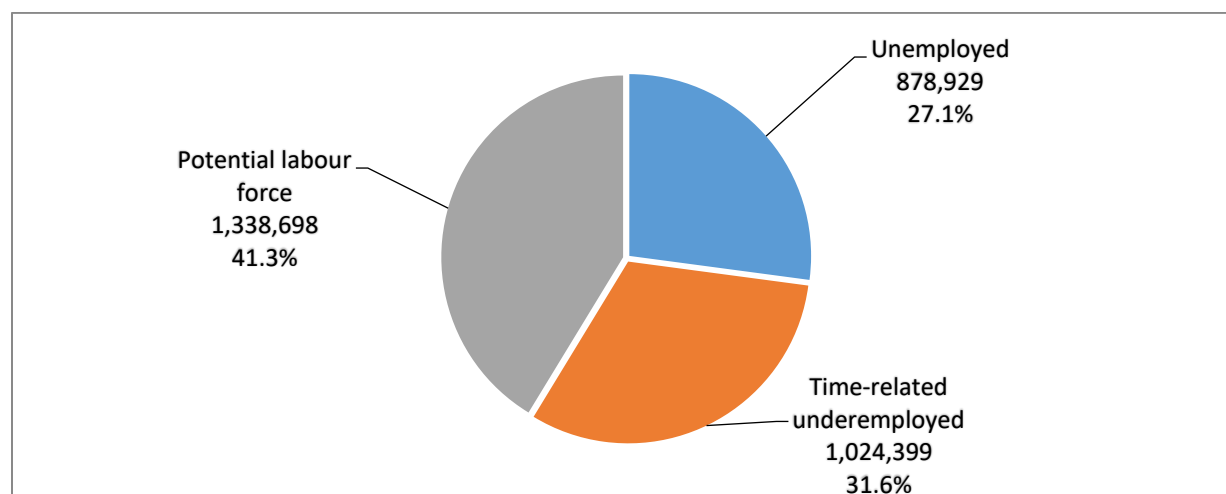
however continues after the survey. The median duration of completed spells of unemployment may be estimated as twice the duration of the interrupted spells of unemployment ($3 \times 2 = 6$ months).

4.3 Labour underutilization

Unemployment is a particular form of labour underutilization. As mentioned earlier, other forms of labour underutilization include time-related underemployment and potential labour force. Time-related underemployment refers to the situation when the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage. Time-related underemployment is measured here as all persons in employment who, during the specified reference period of the survey (a) wanted to work additional hours, (b) were working in all jobs less than 35 hours during the reference period, and (c) were available to work additional hours given an opportunity for more work. Potential labour force is defined as all persons of working age outside the labour force who, during the reference period, were neither in employment nor in unemployment but who were considered as either (a) *unavailable jobseekers* (seeking employment but not currently available) or (b) *available potential jobseekers* (currently available for employment but did not carry out any activities to seek employment).

Potential labour force together with time-related underemployment and unemployment are different dimensions of labour underutilization. Figure 4.2 shows the composition of labour underutilization. It is instructive to note that unemployment was only a small part of labour underutilization in Rwanda comprising 878,929 persons and representing only 27.1 percent of labour underutilization. By far, the largest part of labour underutilization was the potential labour force with 1,338,698 persons, representing 41.3 percent of labour underutilization. The other part of labour underutilization includes the time-related underemployed, consisting of 1,024,399 persons representing 31.6 percent of Labour underutilization.

Figure 4. 3: Composition of labour underutilization



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

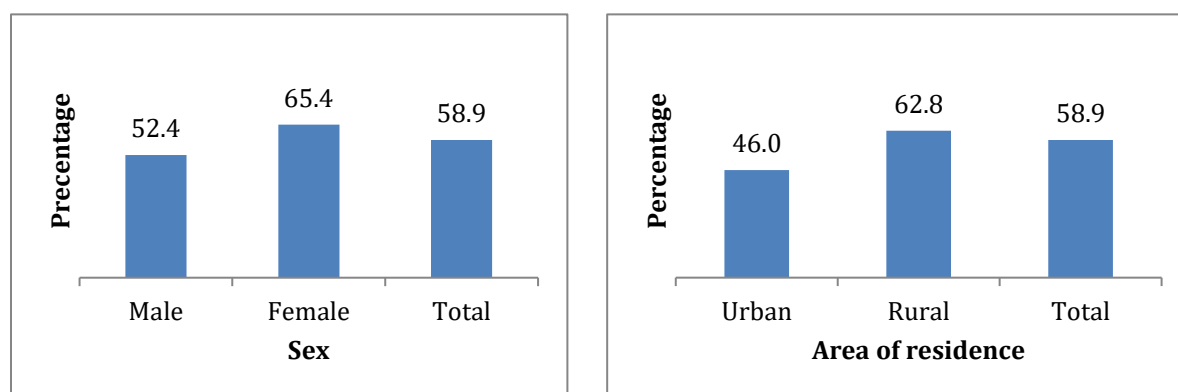
An important sub-category of the potential labour force is the discouraged jobseekers, i.e., those outside the labour force who did not “seek employment” for labour market-related reasons, such as past failure to find a suitable job, lack of experience, qualifications or jobs matching the person’s skills, lack of jobs in the area, considered too young or too old by prospective employers). According to the LFS 2021 there were about 863,801 discouraged jobseekers representing around 24.3 percent of those out of the labour force. The majority of discouraged jobseekers are those with primary education or lower (82.6 percent), females (62 percent), adult aged 31 years old or above (56.4 percent), living in rural areas (85.5 percent) and participating in subsistence agriculture (62 percent).

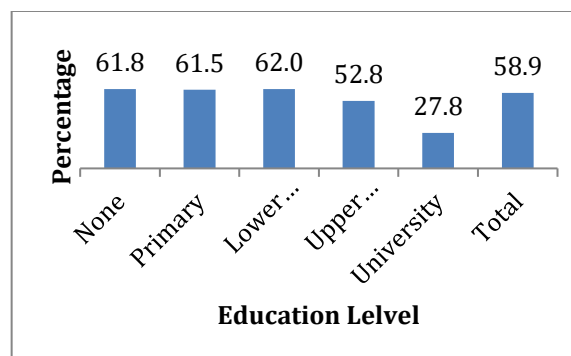
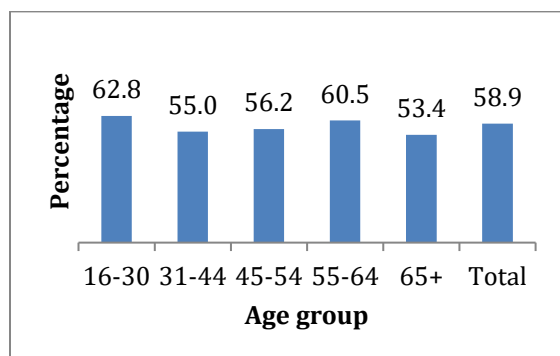
The international standards further suggest the identification of a separate group of persons outside the labour force who expressed interest in employment. They are called *willing non-jobseekers* and defined as persons neither employed nor unemployed who wanted employment but did not seek employment and were not currently available for work. The estimate of the number of willing non-jobseekers obtained from the LFS 2021 annual was 127,471 representing 3.6 percent of the population outside the labour force.

The proportion of willing non-jobseekers decreases as the level of education increases. It was 79.0 percent for those with primary education or lower and 1.8 percent for university graduates. Moreover, it was higher for females (67.2 percent) and in rural areas (82.7 percent).

Figure 4.3 shows the composite measure of labour underutilization for different socio-demographic characteristics of the population. While the unemployment rate (LU1) is the narrowest measure of labour underutilization, the composite measure (LU4) is the broadest measure of labour underutilization. It is the ratio of total labour underutilization to the extended labour force, calculated as the sum of the labour force and the potential labour force.

Figure 4. 4: Composite measure of labour underutilization by sex, urban/rural area, age group and educational attainment





Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

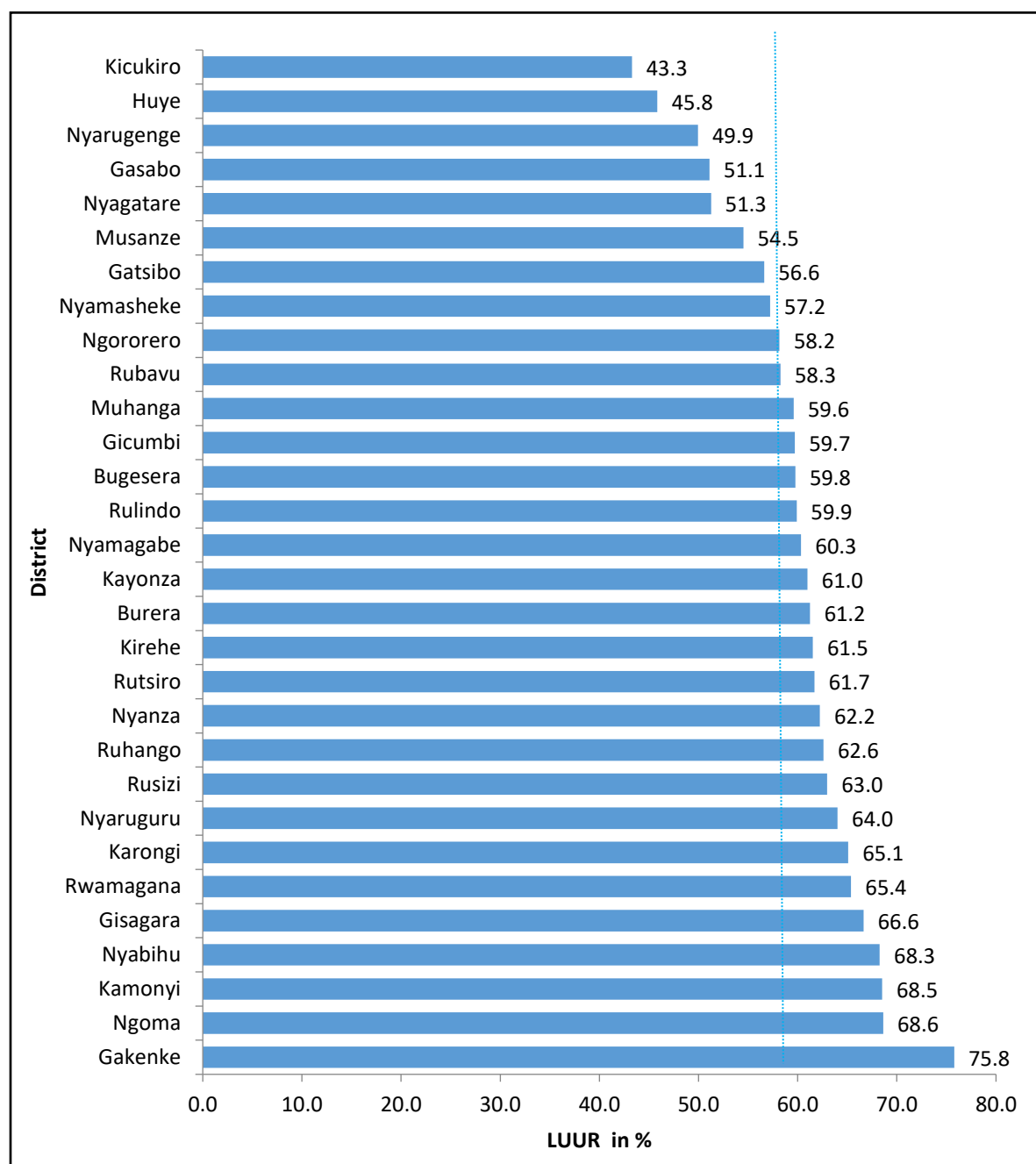
In terms of gender and age group, the composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization (65.4 percent) is relatively higher than the male rate (52.4 percent). Similarly, youth (16 to 30 years old), are mostly affected by labour underutilization at a relatively higher rate (62.8 percent) than other age population groups.

According to area of residence, the rate of labour underutilization is higher in rural areas (62.8 percent) than in urban areas (46 percent). The reason may be attributed to a large pool of subsistence foodstuff producers in the rural areas outside the labour force, who is available for employment but not seeking work.

In terms of level of educational attainment, the composite measure of labour underutilization differs from the pattern of the unemployment rate. While the unemployment rate is higher among persons with upper and lower, secondary level of education, the rate of labour underutilization is higher among persons with no educational attainment (61.8 percent) and primary education (61.5 percent) and it is the lowest among university graduates (27.8 percent).

The analysis of labour underutilization rate by district as presented in figure 4.5 reveals that the labour underutilization of more than a half of districts is above the national labour underutilization rate (58.9 percent). Gakenke is the district with the highest labour underutilization rate (above 70 percent) while Kicukiro, Huye, Nyarugenge, Gasabo, and Nyagatare, are the first five districts with lower underutilization rates.

Figure 4. 5: Labour underutilisation rate by District

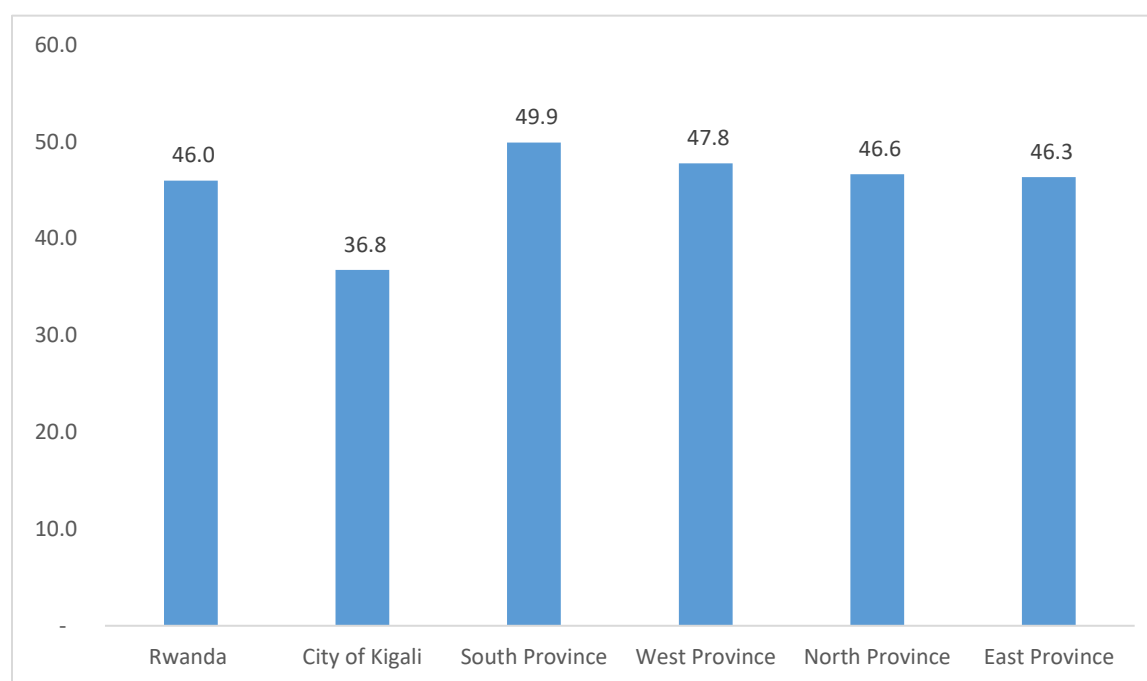


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Chapter 5: Persons outside the labour force

A particular characteristic of countries with large subsistence foodstuff production is the fact that the size of the working age population outside the labour force may be as big as the size of the labour force itself. In Rwanda, the 2021 LFS shows that the number of working age population outside the labour force was 3,552,246 against 4,166,625 in the labour force. There is a substantial proportion of the persons outside the labour force who are subsistence foodstuff producers (39 percent). The observation of the proportion of working age population outside labour force by province reveals that the Southern Province account for 49.9 percent, followed by Western Province (47.8 percent), Northern Province (46.6percent), Eastern Province (46.3 percent), and the City of Kigali with 36.8 percent.

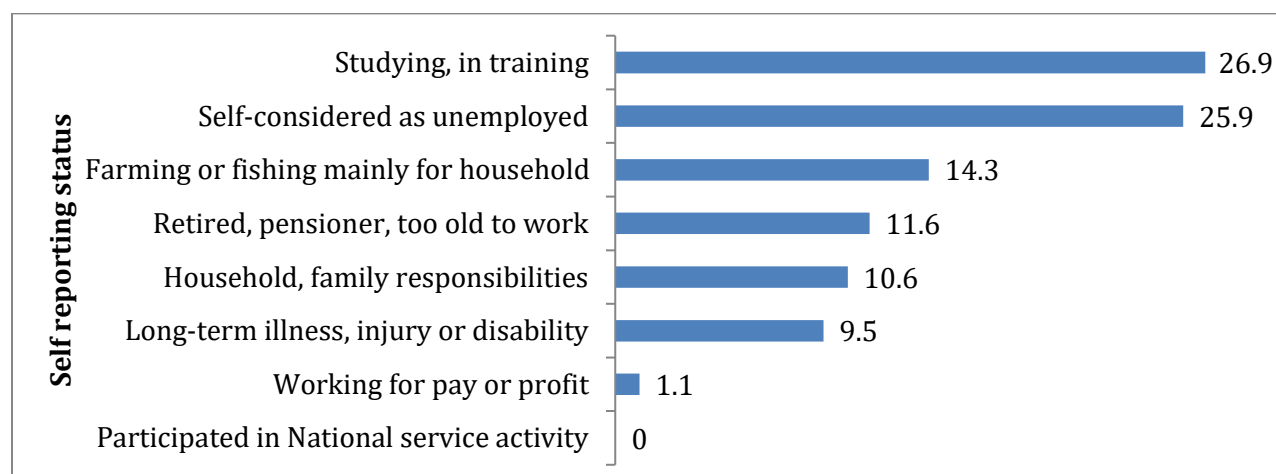
Figure 5. 1: Proportion of working age population outside labour force by province



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The survey identified the main status of people outside labour force as self-reported. Questions were addressed to person outside labour force to identify how they are considering themselves to the labour market. The largest group consisted of persons who considered themselves studying, in training (26.9 percent) followed by unemployed (25.9 percent).

Figure 5. 2: Persons outside the labour force by self-reported status



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The survey also included a question on main source of livelihood of population outside the labour force. Table 5.1 shows the results by sex and broad age group. For most people outside the labour force, the main source of livelihood was own-production irrespective of sex and age group, except for the young population between 16 and 24 years old outside the labour force, for whom the main source of livelihood was from their parents. Table 5.1 also shows that for elderly persons 65 years old and above who were outside the labour force, the main source of livelihood after own production was from their children or assistance received (VUP).

Table 5. 1: Main source of livelihood of persons outside the labour force by sex and age group

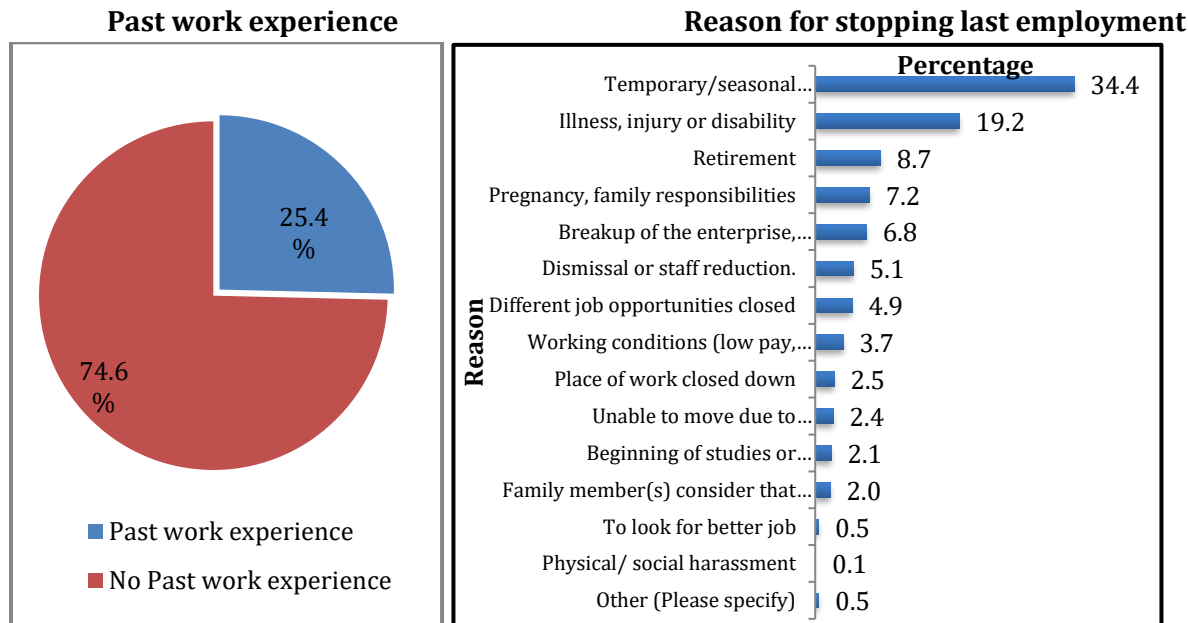
	Sex			Age group				
	Total	Male	Female	16-24 yrs	25-34 yrs	35-54 yrs	55-64 yrs	65+ yrs
Total ('000)	3,552	1,382	2,170	1,427	494	772	388	471
Parents	34.7	44.4	28.6	78.8	16.9	2.8	0.6	0.5
Husband/Wife	12.6	4.5	17.8	3.5	32.5	23.9	8.3	4.4
Child	3.3	1.8	4.2	0.1	0	1.6	6.5	16.4
Other family members	7.5	7.8	7.3	8.8	6.8	3.7	6.5	11.2
Pension	0.4	0.7	0.3	0	0	0.1	1.1	2
Own production	33.7	32.8	34.2	7.1	34.2	59	67.1	44.3
Assistance received [VUP]	2.3	1.4	2.8	0.1	0.4	0.9	2.1	13.2
Assistance received [FARG]	0.1	0.1	0.1	0	0	0.1	0.3	0.4
Assistance received [Church, Other NGO]	0.2	0.2	0.2	0	0.3	0.2	0.4	0.3
Assistance from friends	2.1	1.8	2.4	0.5	2.5	2.7	3.2	4.8
Revenue from own property/Savings	1.1	1.3	1	0.1	1.1	1.7	2.6	1.9
Past work	1.7	2.8	1	0.5	4.5	3	1.3	0.5
Scholarships	0.2	0.4	0.1	0.3	0.6	0.1	0	0
Others	0.1	0.2	0.1	0.0	0.3	0.2	0	0.2

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Population outside the labour force have different degrees of attachment to the labour market. While some are in the potential labour force as discussed in the preceding section, others may not be in the potential labour force but have had past work experience or were willing to work although they were not currently seeking or available for work.

Among the population outside the labour force, about 825,159 persons representing 25.4percent reported to have past work experience. Thirty four percent of them reported that the reason for stopping employment was the nature of their jobs which was temporally or seasonal. For others, the main reason was illness/injury or disability (19.2 percent), retirement (8.7 percent), pregnancy (7.2 percent), breakup of the enterprise (6.8 percent), Dismissal or staff reduction (5.1 percent). Each of the remaining reasons have been reported by less than 5 percent of the population out of labour force who had the past work experience.

Figure 5.3: Past work experience and reason for stopping last employment of persons outside the labour force



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Some other characteristics of the population such as education, age and sex have also been analyzed for the population outside the labour force. Table 5.2 below describes the relationship between population outside the labour force and those characteristics. It is observed that 61.1 percent of the population outside the labour force were females, 66.4 percent had primary education or lower and 49.2 percent were youth (16 to 30 years old).

Table 5. 2: Demographic characteristics of population outside labour force

Characteristics	Total	%
Sex		
Male	1,381,986	38.9
Female	2,170,260	61.1
Education level		
Primary or lower	2,358,012	66.4
Secondary(lower and upper)	1,079,5637	30.4
University	114,670	3.2
Age group		
16-24_yrs	1,427,042	40.2
25-34_yrs	494,006	13.9
35-54_yrs	772,047	21.7
55-64_yrs	388,004	10.9
65+_yrs	471,146	13.3
Youth and adult		
16-30	1,749,132	49.2
31+	1,803,113	50.8
Total	3,552,246	100

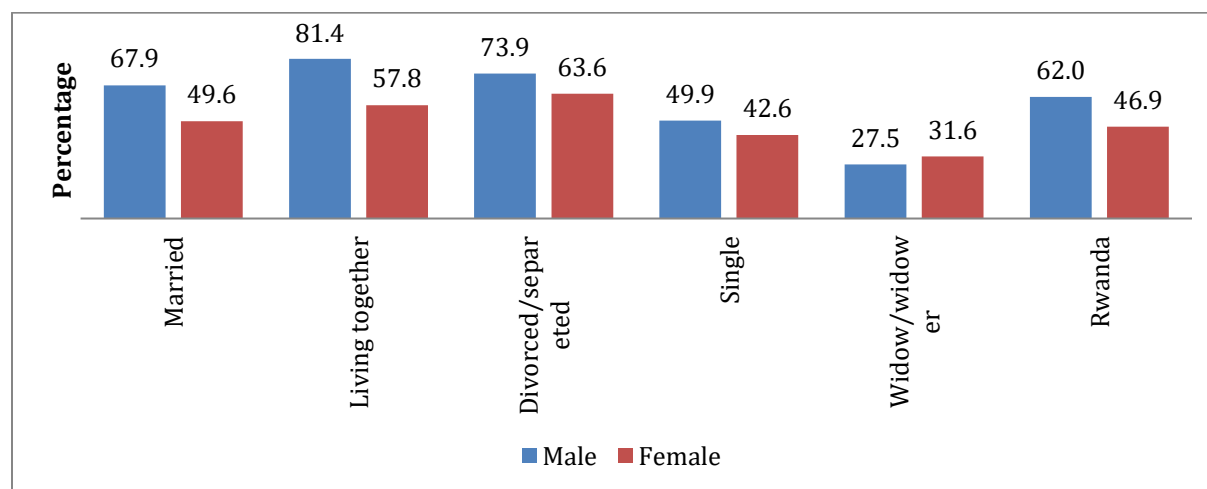
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Chapter 6: Women and equal opportunities

Women account for 46.0 percent of the labour force in Rwanda. The 2021 LFS provides a rich set of current information on their labour force participation. Here a few aspects are examined: female labour force participation rate by marital status, the proportion of women in managerial positions, and occupational segregation index.

The overall female labour force participation rate was 46.9 percent. As shown in Figure 6.1 below, the labour force participation rate was lower for widower (31.6 percent) and much higher for female separated (63.6 percent).

Figure 6. 1: Labour force participation by marital status and sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The primary goal of Rwanda is to promote opportunities for both women and men to obtain decent work. Over the past few years, Rwanda has experienced a significant progress toward achieving gender equality in the working place. However, in the managerial positions, the proportion of women is still lower than men.

The results in Table 6.1 show that there were 3,099 women working as chief executives, senior officials and legislators, 4,658 women as administrative and commercial managers, giving a total of 7,757 women in specialized managerial positions. The corresponding total for men was 14,552 persons. Thus, the overall share of women in specialized managerial positions was 34.8 percent.

Table 6. 1: Women and men in managerial positions

Sub-major occupation groups	Persons			%		
	Total	Male	Female	Total	Male	Female
Total Persons in specialized managerial positions	22,309	14,551	7,757	100	65.2	34.8
Chief executives, senior officials and legislators	11,291	8,192	3,099	100	72.6	27.5
Administrative and commercial managers	11,018	6,360	4,658	100	57.7	42.3

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The degree of segregation of occupations by sex may be measured with the occupational segregation index. It measures extent to which labour markets are separated into “male” and “female” occupations. The occupational segregation index (D) is commonly used as a proxy indicator for equality of opportunity in employment and occupation.¹¹ It is defined by

$$D = \frac{1}{2} \sum_i \left| \frac{n_{Ai}}{n_A} - \frac{n_{Bi}}{n_B} \right|$$

Where n_{Ai} and n_{Bi} are, respectively, the number of men and women in a given occupational i and n_A and n_B are, respectively, the total number of men and women in all occupations. The value of the index ranges from zero to one, zero indicating no segregation and one indicating complete segregation. The index may be interpreted as the fraction of persons that need to change occupations to achieve zero segregation.

According to the results of the 2021 LFS, the segregation index calculated at four-digit level of occupation was 0.38 indicating that 38 percent of the male and female employed population needs to exchange occupations to eliminate occupational segregation in Rwanda.

Among the 380 distinct 4-digit occupations recorded from the survey, five contributed more than a half of total occupational segregation index in the country as displayed in the table 6.2 below:

Table 6. 2: Occupations with high gender segregation

Occupation	Male	Female	Total
Crop farm labourers	615,931	751,088	1,367,019
Building construction labourers	188,326	28,863	1,367,019
House builders	75,207	413	75,620
Stall and market sale	35,351	84,557	119,909
Freight handlers	53,991	4,953	58,945

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

It can be observed from these results that building construction labourers, ‘mining and quarrying labourers’, house builders and ‘hand and pedal vehicle drivers’ were male-dominated occupations while crop farm labourers, was female dominated occupations.

¹¹ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, May 2012, pp. 127-130.

Chapter 7: Youth population

7.1 Youth and education

The international definition of the youth population is “persons aged 15-24 years old.”¹² 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 old for certain purpose. In Rwanda, youth is defined as persons aged between 16 to 30 years old.

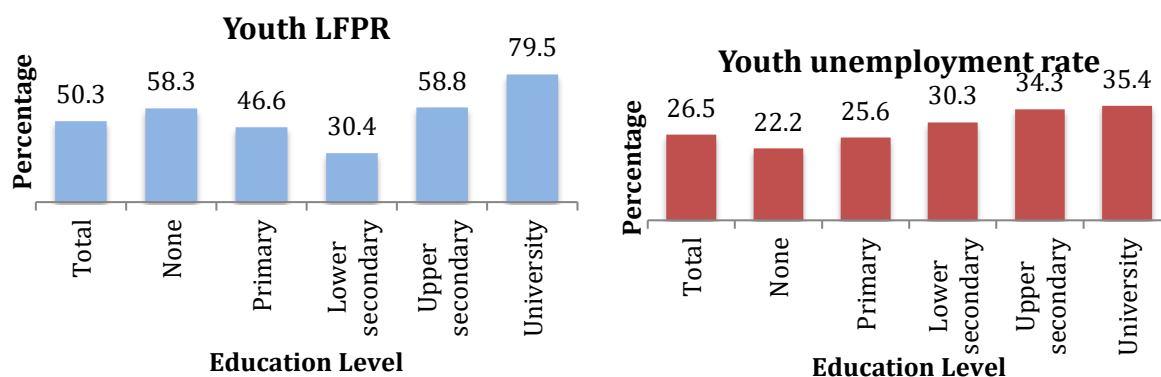
In general, there is a two-way relationship between the education system and the labour market. The education system supplies the labour market with educated labour force, while the labour market – through the wage structure of occupations and other labour market variables – transmits signals on the types of qualifications expected from the education system. The data collected by the 2021 LFS contain the elements for carrying such types of analysis.

Figure 7.1 presents in the left panel the youth labour force participation rate by educational attainment and youth unemployment rate by educational attainment on the right. The results show that the labour force participation rate was higher among the university graduates (79.5 percent). It was above the National average (50.3 percent) among those who attained upper secondary level (58.8 percent) and those with no completed education level (58.3 percent), while it was less than the national average in the rest of education levels with the lowest rate among youth with lower secondary education for whom the labour force participation rate was 30.4 percent.

The relationship between educational attainment and the unemployment rate is also significantly different, showing a relatively positive slope. Unemployment shows an increasing pattern from 22.2 percent for young people with no educational attainment to 35.4 percent among youth who completed university education. The unemployment rate among youth was 26.5 percent which is higher than the rate at national level (21.1 percent).

¹²ILO, *Global Employment Trends for Youth 2015*, Employment Policy Department, International Labour Office, Geneva, 2015.

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



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

This pattern suggests that the higher the educational attainment of a young person, the higher his or her risk of unemployment. One could think of a number of reasons for this phenomenon. First, persons with higher educational attainment have a higher reservation wage, preferring to wait for a suitable employment rather than accepting a job considered as inadequate or low paying. Another possible reason may be the existence of mismatch between the qualification of the youth and the skill requirements of jobs in the labour market.

7.2 Youth neither in employment, nor in education or training (NEET)

The NEET rate is an ILO decent work indicator and serves as a broader measure of potential youth labour market entrants than youth unemployment.¹³ A full account of the labour market situation of young people is important for the formulation of employment policies regarding the youth. The results of LFS 2021 shows that out of 3,519,181 youth population, 966,337 were in education or training, and 1,212,296 were in employment during the reference week, including about 88,644 youth population in both employment and in education or training. The number of youth population who were neither in employment, nor in education or training was 1,251,904 corresponding to about 35.6 percent of the youth population. Table 7.1 provides a measure of the youth who are outside the educational system and not in employment (NEET).

Among the NEET population are the youth unemployed or in the potential labour force who are not in the educational system, 421,198 and 508,614, respectively. The remaining 322,092 are not accounted for. Some may want employment but not seeking, nor currently available for work, but 34.6 percent of them were involved in subsistence agriculture. As results from the table 7.1 show, the NEET rate is higher among youth women (41.0percent) than among youth men (29.9percent), as relatively more women than men remain outside the labour force after completing their education

¹³ ILO, *Decent Work Indicators Concepts and definitions, ILO Manual (First version)*, International Labour Office, Geneva, May 2012, pp. 51-53.

or training. Many of them are however in the potential labour force, available to take up employment under suitable conditions.

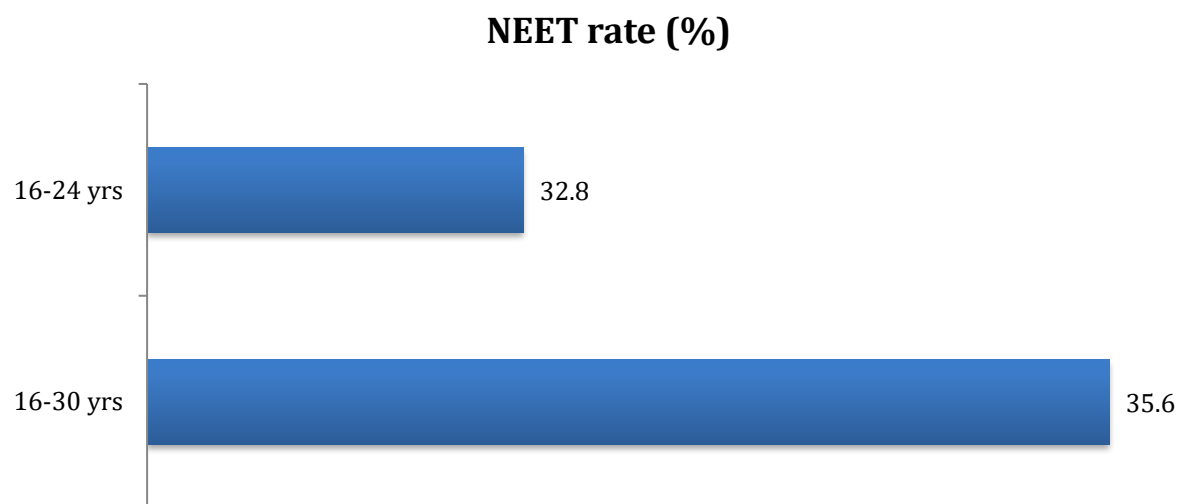
Table 7. 1: Youth population (16-30 yrs) with respect to employment and education or training, 2021

	Number			Percentage		
	Total	Youth men	Youth women	Total	Youth men	Youth women
Total youth population (16-30 yrs)	3,519,181	1,732,397	1,786,784	100.0	100.0	100.0
In education or training	966,337	479,246	487,091	27.7	27.3	27.5
In employment	1,212,296	683,355	528,941	34.5	39.5	29.6
In both employment and education or training	88,644	51,166	37,478	2.5	2.9	2.1
Not in employment nor in education/training (NEET)	125,1904	518,631	733,274	35.6	29.9	41.0
- Unemployed	421,198	193,276	227,922	33.6	37.3	31.1
- Potential labour force	508,614	184,790	323,825	40.6	35.6	44.2
- Other	322,092	140,565	181,527	25.7	27.1	24.8

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The results in figure 7.2 indicate that the percentage of youth people (16-24 yrs) not in employment and not in education or training is slightly lower than that of the young people (16-30 yrs), namely 32.8 percent versus 35.6 percent. The following diagram shows the variation of the NEET rate as a function of age.

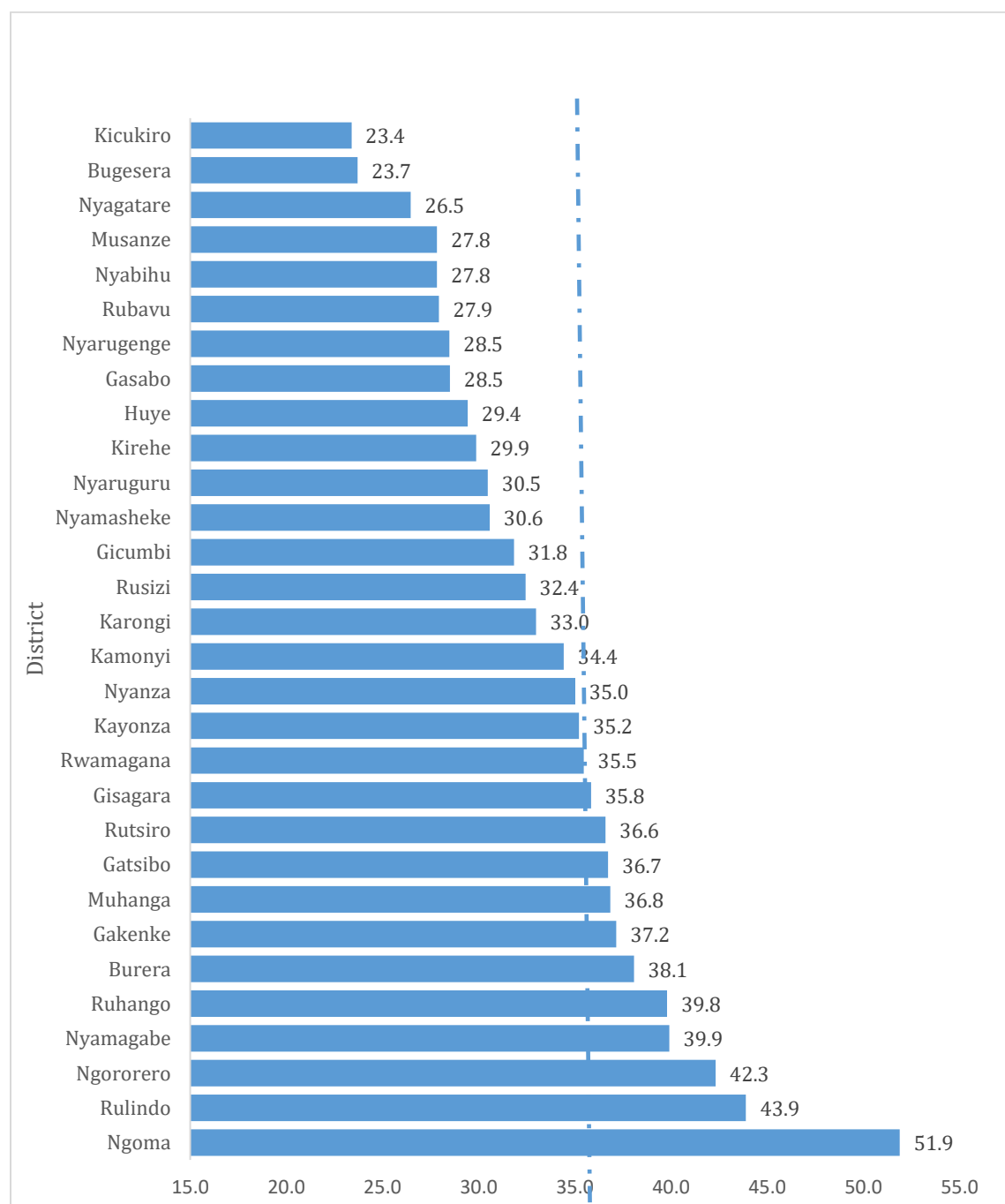
Figure 7. 2: Youth not in employment and not in education or training



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Figure 7. 3 below illustrate the proportion of youth neither in education nor in employment or training by district. It is observed that the youth NEET in 14 out of 30 Districts of Rwanda were below the national average while it was higher than the national average in the remaining District. District with the highest youth NEET is Ngoma followed by Rulindo and Ngororero.

Figure 7. 3: Proportion of Youth (16-30) neither in Employment nor in Education or Training (NEET) by District



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Note: dotted line represents the national average

Chapter 8: Participation in training programmes

The role of training for insertion or reinsertion into the labour market is widely recognized. In order to assess the outreach of training among the youth and adults as well as to understand the nature of the demand for training in terms of subjects or trades/courses and type of training providers, the LFS questionnaire included four questions (B07-B10) on current participation or past acquisition of any trade or technical vocational course among all eligible respondents.

Table 8.1 gives the distribution of training courses completed and the status of employment of the participants. There is in total 15 training courses or subjects that covered more than 1 percent each of the total number of graduates. Among them, the most popular training course was tailoring with participation rate of 31.1 percent, followed by masonry with participation rates of 22.1 percent and carpentry with 6.3 percent.

Table 8. 1: Participation in trade or technical vocational course and current employment status

Type of technical skills learned	Completed vocational training		Currently working	
	Number of persons	%	Number of persons	%
Tailoring	197,390	31.1	102,726	52.0
Masonry	139,814	22.1	83,325	59.6
Carpentry	39,825	6.3	23,395	58.7
Culinary arts	35,892	5.7	16,651	46.4
Hairdressing	30,665	4.8	20,060	65.4
Automotive body repair	30,564	4.8	18,914	61.9
Driver	20,422	3.2	14,589	71.4
Welding	17,768	2.8	12,512	70.4
Domestic Electricity	16,078	2.5	11,014	68.5
Crochet embroidery	11,019	1.7	6,504	59.0
Automotive technology.	8,992	1.4	5,668	63.0
Motor vehicle engine mechanics	8,837	1.4	5,776	65.4
Computer maintenance	8,280	1.3	5,898	71.2
Engine mechanics	6,826	1.1	4,749	69.6
other (Specify)	6,153	1.0	3,586	58.3
Painting and decoration	5,765	0.9	4,173	72.4
Front office	4,947	0.8	1,785	36.1
Food & Beverage services	4,534	0.7	2,029	44.8
Plumbing	4,277	0.7	2,533	59.2
Pottery	3,991	0.6	2,141	53.6
Leather craft	3,969	0.6	3,708	93.4
Industrial electricity	3,944	0.6	2,914	73.9
Civil Engineering	2,856	0.5	1,782	62.4
Food processing	2,319	0.4	909	39.2
Software Development	2,257	0.4	1,387	61.5
Biding and Jewelries	1,984	0.3	829	41.8
Auto- Electricity	1,984	0.3	989	49.8
Networking	1,871	0.3	1,550	82.8
Beauty therapy	1,614	0.3	1,245	77.1
Film making	1,289	0.2	1,106	85.8
Typing/Dactylography	1,149	0.2	1,079	93.9
Animal health	930	0.2	750	80.7

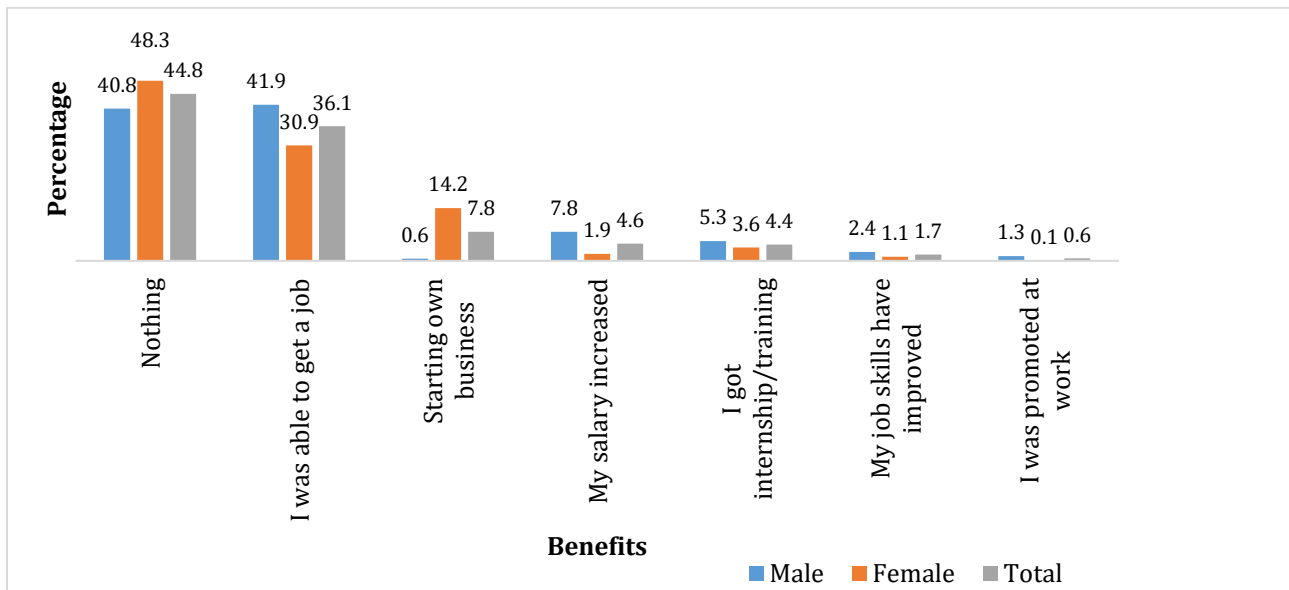
Type of technical skills learned	Completed vocational training		Currently working	
	Number of persons	%	Number of persons	%
Multimedia	910	0.1	340	37.4
Screen printing	802	0.1	487	60.7
Nursery growing	593	0.1	0	0.0
Livestock	518	0.1	0	0.0
Manicure and Pedicure	430	0.1	373	86.6
Crop production	378	0.1	79	20.9
House keeping	280	0.0	198	70.7
Agri-Business	272	0.0	272	100.0
Sport and Medical Massage	247	0.0	117	47.6
NCDs and Palliative Care Community Heal	238	0.0	0	0.0
Music	186	0.0	186	100.0
Milk processing	172	0.0	172	100.0
Bee Keeping	157	0.0	0	0.0
Chollegraphy	141	0.0	141	100.0
Agriculture Mechanization	131	0.0	0	0.0
Horticulture production	83	0.0	0	0.0
Concrete masonry	77	0.0	0	0.0

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The evaluation of the success or non-success of the training courses in terms of the current employment status of the graduates revealed that training courses with the highest percentage of graduates currently employed were the most successful, and training courses with the lowest percentage of graduates currently employed were the least successful. In this sense, it appears that among the training courses with more than 1 percent of the graduates, driver was the most successful training course with current employment rate of 71.4 percent, followed Computer maintenance (71.2 percent), welding (70.4 percent), Engine mechanics (69.6 percent) and Domestic Electricity (68.5 percent).

The LFS 2021 also included a question on the success of the training course in terms of “what happened after the completion of the course”. The results presented in Figure 8.1 show the benefits after completing vocational training among those who completed their studies 3 years prior to the survey. The results show that 55.2 percent of them reported benefits after completing the training course. These included 36.1 percent who managed to get a job and 7.8 percent who managed to start their own business. By contrast, a considerable portion (44.8 percent) reported no particular improvement in their situation after completion of the training course in last 3 years. Among male who completed vocational training in last three years, 40.8 percent did not report any improvement after completion while among female this proportion was 48.3 percent. Female reported having started their own business as a result of training completion more than male (14.2 percent compared to 0.6 percent) and male reported getting a job more than female (41.9 percent as compared to 30.9 percent).

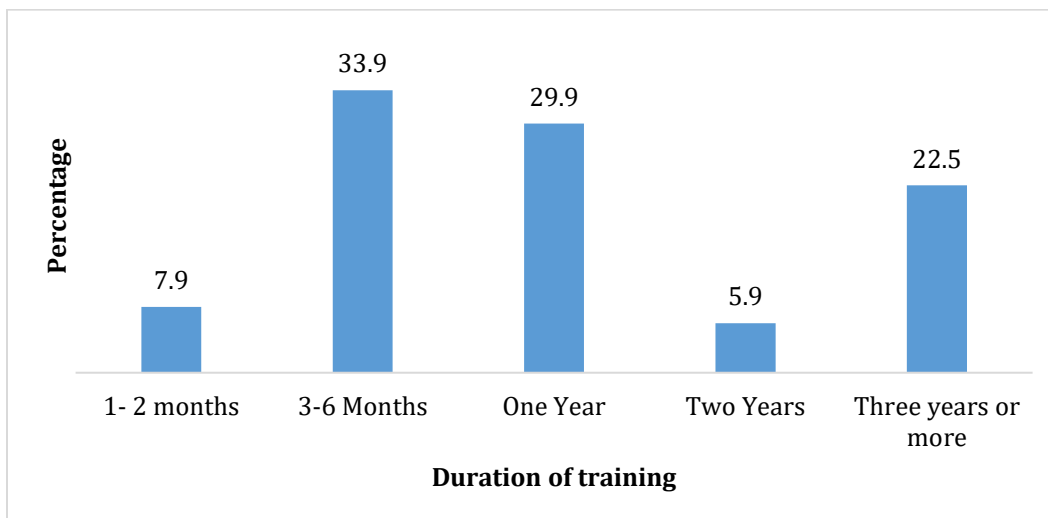
Figure 8. 1: Percentage distribution of self-reported benefits after completing vocational training three years after completion



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The analysis of the duration of training course showed that most of TVET graduates completed 3 to 6 month vocational Training (33.9 percent) followed by those who completed one years or more of training (29.9 percent). TVET graduates who completed 3 year or more in their technical or vocational training were 22.5 percent while on the other way a proportion of 7.9 percent completed 1 to 2 months in their technical or vocational school and a proportion of 5.9 percent spent 2 years or more to complete their technical or vocational school.

Figure 8. 2: Distribution of TVT graduates in last three years by duration of training



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Chapter 9: Work in Agriculture

Considering a substantial number of Rwandan population involved in agriculture sector, a special attention has been paid to it in the present report. The introduction of 2013 standards on work, employment and labor underutilization statistics split workers in agriculture occupations into two categories: market oriented and non-market oriented (Subsistence agriculture). Workers in the former category are considered as employed while those in latter are not counted as employed. In this report all parts are brought together to analyze the work in agriculture sector as a whole.

9.1 Agricultural status of workers

From the data of LFS, the following four categories were identified to explain the status of workers in agriculture: Those who are engaged in market oriented agriculture as main job, working for pay or self-employed; those who are exclusively engaged in subsistence agriculture; those who have their main job out of agriculture but performed foodstuff production activities for own use and finally, those who were involved in market oriented agriculture as their secondary job.

The full count of workers in agriculture sector as presented in table 9.1 reveals that in 2021, about 48.4 percent of working age population were involved in agriculture activity either in subsistence or market oriented. Workers engaged exclusively in subsistence agriculture represented the majority of agriculture sector (48.1 percent), followed by those engaged in market oriented agriculture as their main job (41.9 percent). The proportion of those who combine non-agricultural employment and subsistence agriculture represented 9.8 percent and the remaining 0.1 percent were involved in marked oriented agriculture as their secondary job.

Table 9. 1: Works status in agriculture

Categories of agriculture	Number	%
Workers in market oriented agriculture as main job	1,567,115	41.9
Workers in market oriented agriculture as secondary job	4,459	0.1
Workers in subsistence agriculture but engaged in non-agricultural activities	367,773	9.8
Workers in subsistence agriculture exclusively	1,797,660	48.1
Total	3,737,009	100
Proportion of working age population (%)		48.4

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

9.2 Characteristics of agriculture workers

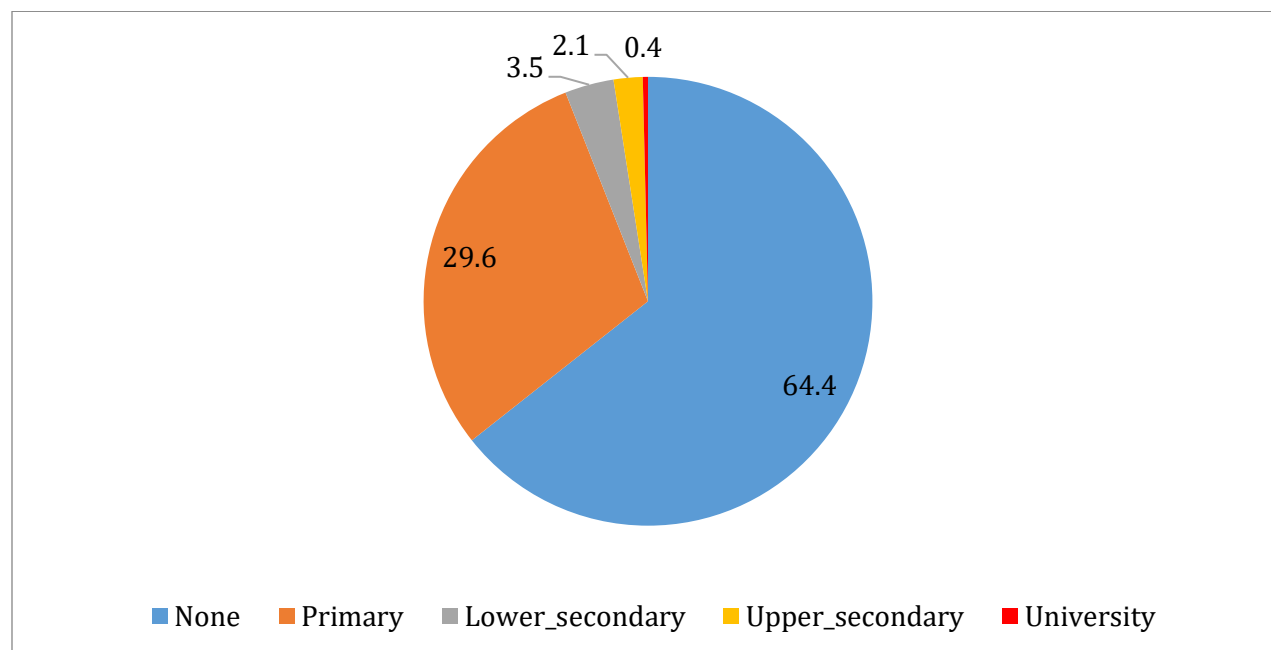
The focus of the following sub-sections is on the two first categories of table 9.1 (Workers in market oriented agricultural in main job and those involved exclusively in subsistence agriculture) to describe characteristics of workers primarily engaged in agriculture job.

9.2.1 Market-oriented agriculture workers

Agriculture constitutes the main source of livelihood of many Rwandans as the portion of population which were only in market oriented agriculture represented almost a half (47.8 Percent) of the employed population according to LFS 2021.

Figure 9.1 describe the distribution of person working in market-oriented agriculture by level of education. It is generally observed that employment in market-oriented agriculture declines as the level of education increases, it was 64.4 percent among person who did not complete any level of education and less than one percent among those with university level of education.

Figure 9. 1: Proportion of working age group involved in agriculture employment by level of education attained



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

At the national level, women were more engaged in market-oriented agriculture than men with 52.5 percent versus 47.5 percent for men. Market oriented agriculture activity was also mostly observed among adult (54.5 percent) compared to youth (45.5 percent).

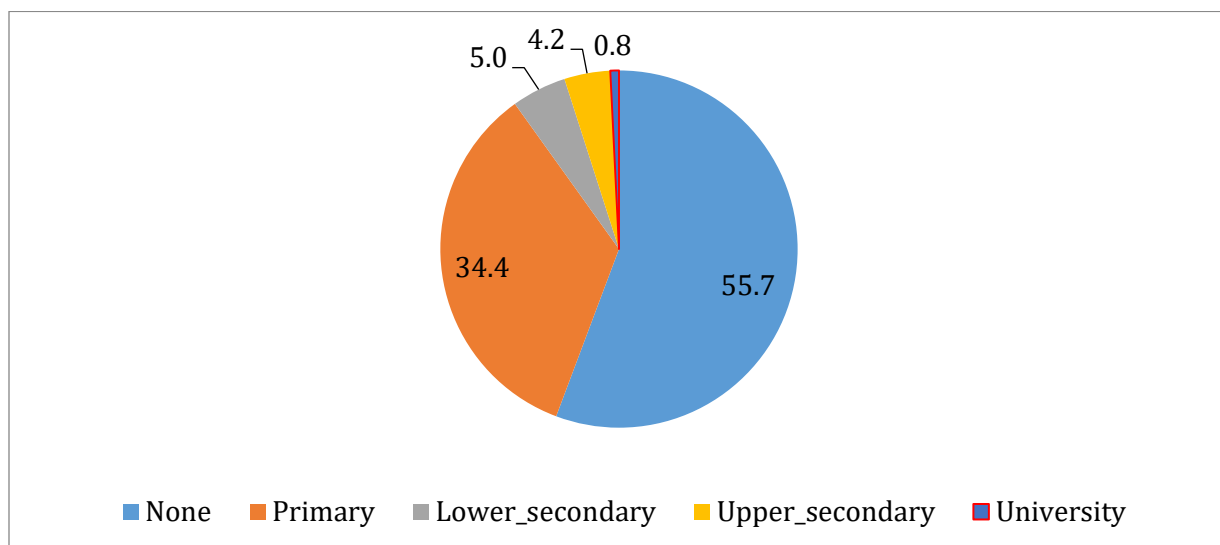
The majority of people employed in market-oriented agriculture were paid employees who represent 80.4 percent, mostly working on daily basis contract (87.7 percent) and whose average monthly salary is 20,384 Frw. Own account workers represented 13.5 percent of market oriented agriculture while contributing family workers represented 4.7 percent.

9.2.2 Subsistence foodstuff producers

Among the population aged 16 years and above, 2,991,184 representing 38.8 percent were exclusively engaged in subsistence foodstuff production. They have spent on average 20.8 hours per week on this activity, which is lower than 29 usually weekly hours spent by those engaged in market-oriented agriculture, but higher than 18.2 hours per week spent in subsistence foodstuff production by those who have other non-agriculture employment.

People, who have a higher level of education, are less likely to be involved in subsistence agriculture. About ninety-two percent (90.1 percent) of those engaged in subsistence agriculture have at most primary school level of education (None and Primary).

Figure 9. 2: Proportion of working age group involved in subsistence agriculture by level of education attained

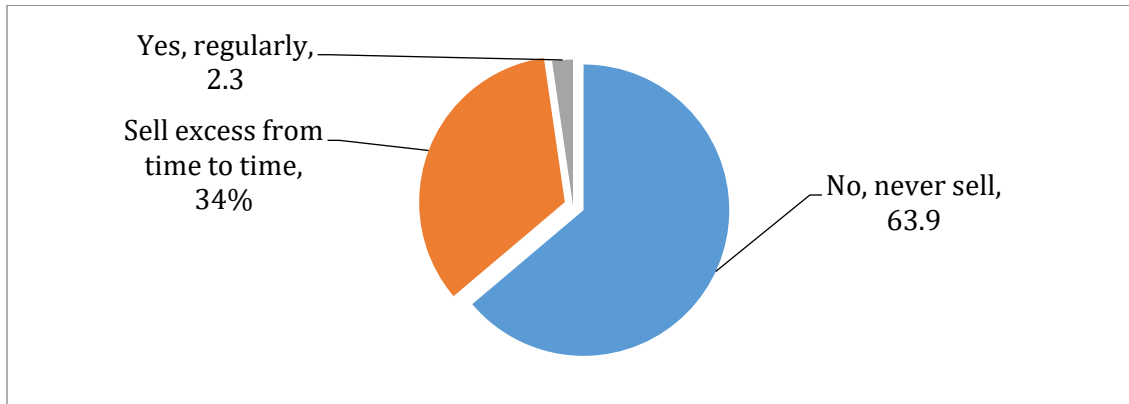


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

9.3 Practices of households engaged in subsistence foodstuff production

The survey collected additional information on subsistence foodstuff production including on whether any portion of the products was sold in the market and the net income obtained from agricultural activities last season as well as the number of paid employees engaged in the activities in addition to family members in the household.

Figure 9. 3: Percentage distribution of the use of household production



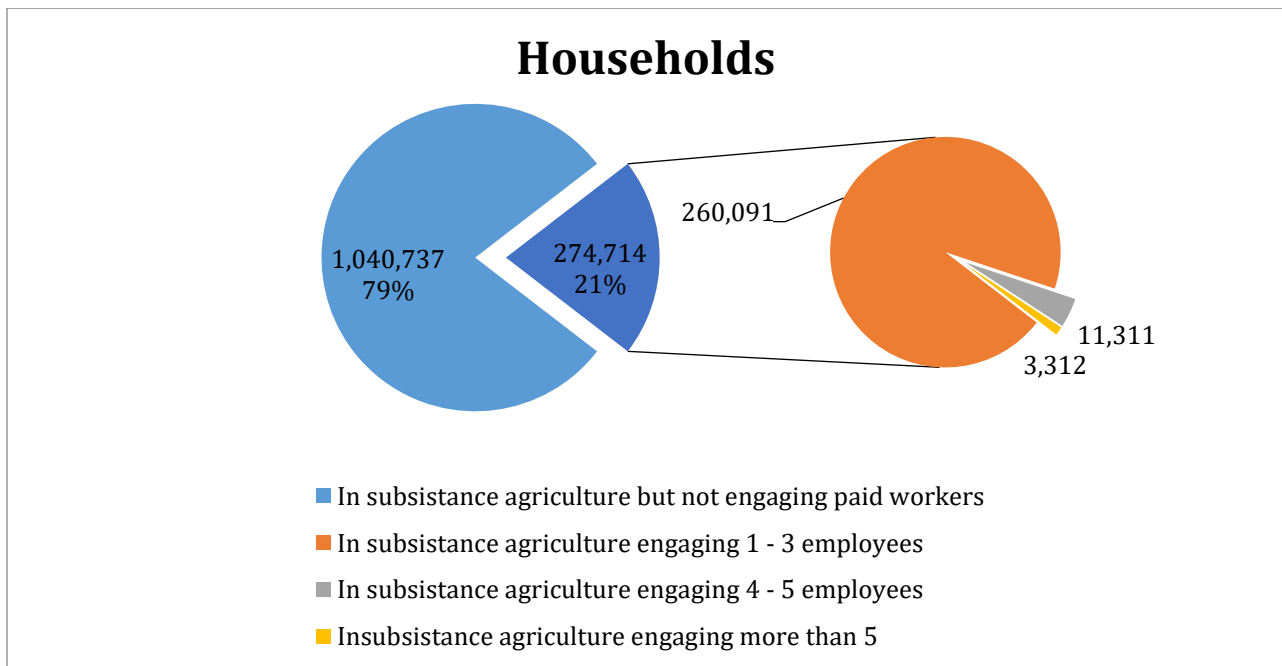
Source:

National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Figure 9.3 above shows that 63.9 percent of households engaged in subsistence agriculture in Rwanda did not sell any production. As expected in a country with predominant agriculture, production was directly used for the household. Only 2.3 percent of households were selling their production on a regular basis while 34 percent sell excess of their production from time to time.

Among the households which participated in subsistence agriculture, 274,714 corresponding to 21 percent of those households, employed regularly or sometimes agriculture laborers. The results show that 79 percent of households which engaged workers in subsistence agriculture, employed between 1 to 3 persons excluding other members of the household.

Figure 9. 4: Participation of paid workers in exclusive subsistence agriculture



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

9.4 Share of agricultural workers in total work force

The present sub section shed light on the proportion of agricultural workers in the total work force defined as the sum of total employment and the number of persons not employed but engaged in subsistence agriculture. According to the results presented in figure below, 66.1 percent of the working age population was part of workforce in 2021. The share of agriculture in the workforce was 66.1 percent, which means that the remaining proportion (27 percent) was the share of non-agriculture employment in the workforce. Workers engaged in subsistence agriculture represented a big share (53.4 percent) of agricultural workers.

Figure 9. 5: Workforce framework

Working age population: 7,718,871		
Workforce (Sum of employment and subsistence agriculture): 5,106,459 66.2%		Not employed nor in subsistence agriculture: 2,612,412 33.8 %
Employment in non-agriculture sector: 1,730,331 33.9%	Workers mainly engaged in agriculture (market + subsistence agriculture): 3,227,533 61.2 %	
	Market oriented agriculture: 1,567,115 46.6%	Subsistence agriculture 1,797,268 53.4%

Chapter 10: 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 any activity to produce goods or provide services for own final use, interpreted to mean 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, or final consumption by household members, or by family members living in other households. In the case of agricultural, fishing, hunting or gathering goods intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

Production of goods is within the SNA production boundary and covers: (i) producing or processing for storage agricultural, fishing, hunting and gathering products; (ii) collecting or processing for storage 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.

Provision of services is outside the SNA however it is included in SNA general production boundary and covers (i) household activities of 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 results shown in Table 10.1 indicate that 6,108,243 persons aged 16 years old and above, representing 79.1 percent of the people who were eligible to respond to questions related to own use production work (7,057,301 persons), were engaged in at least one type of own-use production work during the reference period. Among them 2,264,919 representing 40.2 percent were male and 3,375,863 (59.9 percent) were female. They devoted on average 17.9 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 61.1 percent of the working age population and involving on average 9.9 hours per week, followed by "fetching water for the household, including travel time" (47.3percent of working age population) and on average 2 hours per week.

Table 10. 1: Average time spend per week on own-use production

	Number of persons	(%)	Average number of hours
Population aged 16 years old and above engaged in some type of own-use production work	6,108,243	79.1	17.9
Collecting firewood for the household including travel time	3,057,110	39.6	4.7
Fetching water for the household, including travel time	3,650,268	47.3	4.2
Searching for fodder or grazing for the household's animals	2,139,625	27.7	7.2
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	62,168	5.6	5.1
Manufacturing household goods for own or family use	161,810	2.0	7.3
Doing household chores including shopping, preparing meals	4,718,841	61.1	9.9
Looking after children and elderly	2,132,925	27.6	7.2
Own-use production work among the labour force			
Labour force	3,373,294	54.3	17.2
Employed	2,585,964	39.6	16.1
Unemployed	787,330	10.6	20.9

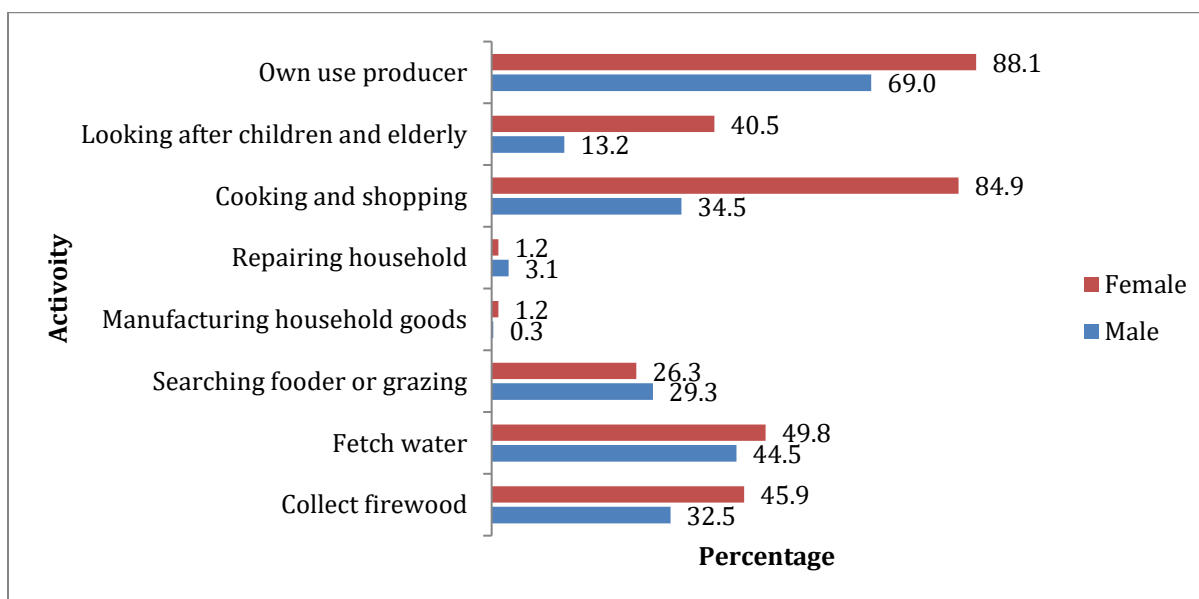
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Table 10.1 also shows that 3,373,294 persons combined labour force activity with own-use production work above mentioned. The average time spent per week on own-use production work among people in labour force was 17.2 hours. As expected, the average number of hours of own-use production work was lower among the employed and relatively higher among the unemployed.

Using data on total hours usually worked at main and secondary jobs of the employed population, the combined hours of work in employment activity and own-use production work of the employed population was 31.2 hours per week.

Figure 10.1 below illustrates the proportion of working age population who were engaged in own use production activities by sex. Females were more engaged in own-use production (88.1 percent) than males (69.0 percent). Except for repairing and searching fodder of own dwelling, the proportion of males in working age engaged in other type of own use production activities was higher than the proportion of females in working age.

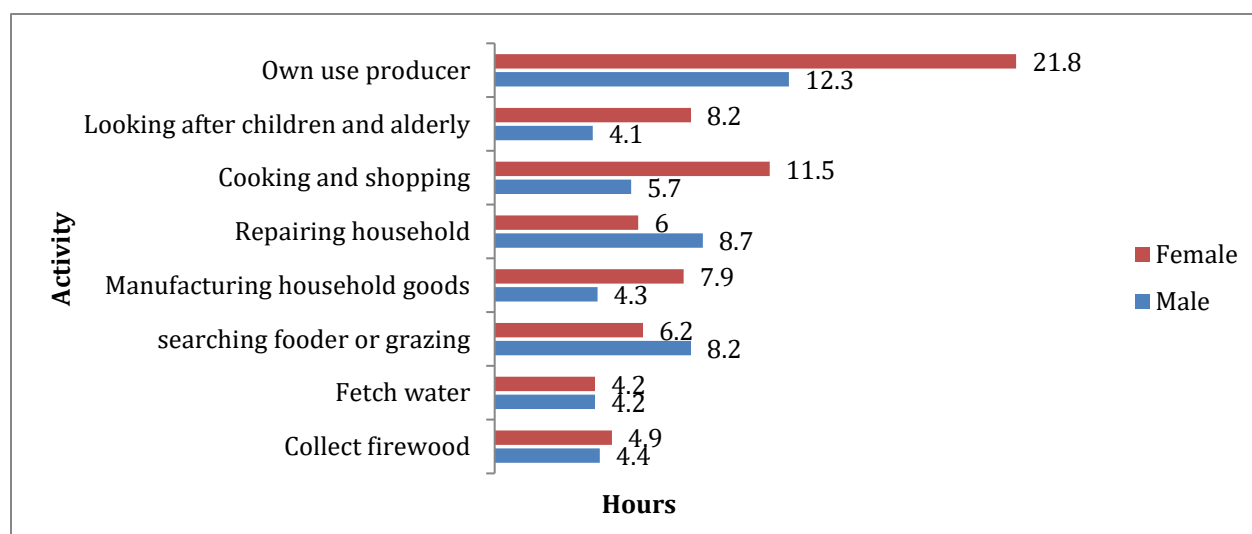
Figure 10. 1: Proportion of working age population who are own use producers by sex



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Figure 10.2 presents the average number of time spent per week in own use production of different services by sex. The time spent by females (21.8 hours) was almost twice as high as the time spent by males (12.3 hours) in those activities. The activities in which females were spending more time were cooking and shopping (11.5 hours) followed by looking after children or elderly (8.2 hours) while males were spending more time in repairing household (8.7 hours) and searching fooder or grazing (8.2 hours).

Figure 10. 2: Average number of hours spent in own use production activities by type and sex

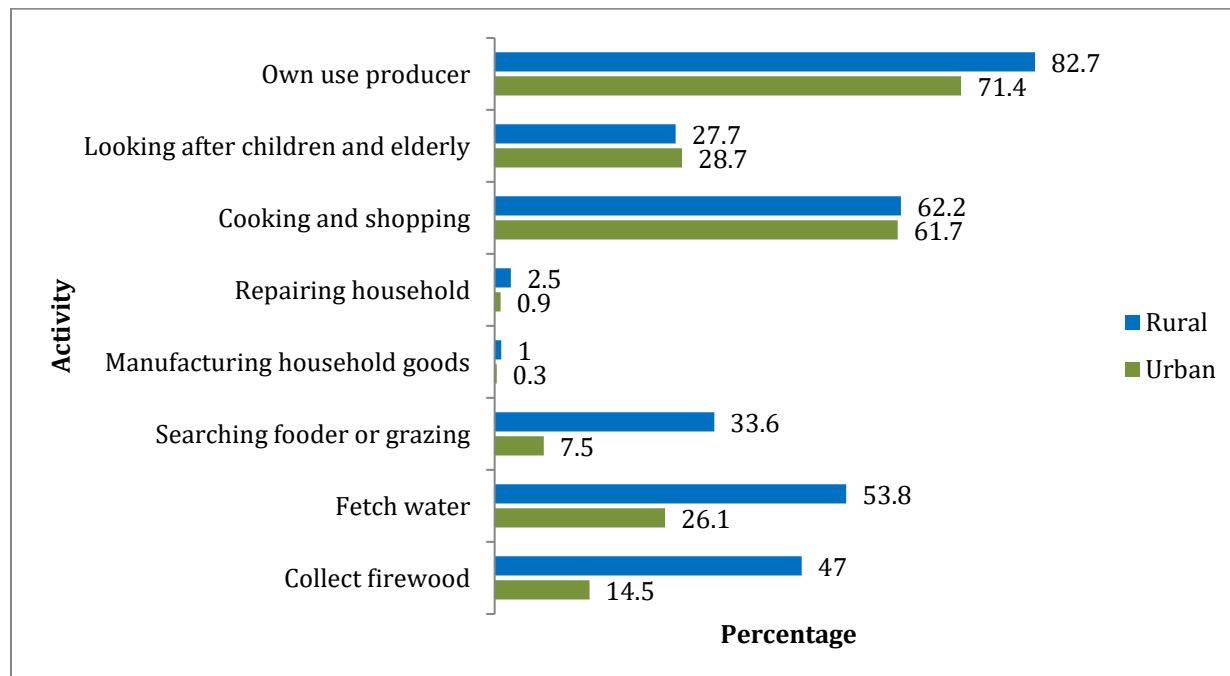


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Considering the area of residence, own use services activity was predominant in rural area (82.7percent) as compared to urban areas (71.4 percent). More than half of the working age population was engaged in cooking and shopping, and in fetching water in rural areas. In urban areas,

the activities that involve an important proportion of working age population were cooking and shopping, looking after children and fetching water.

Figure 10. 3: Proportion of working age population engaged in Own use production of services by residential area and activity

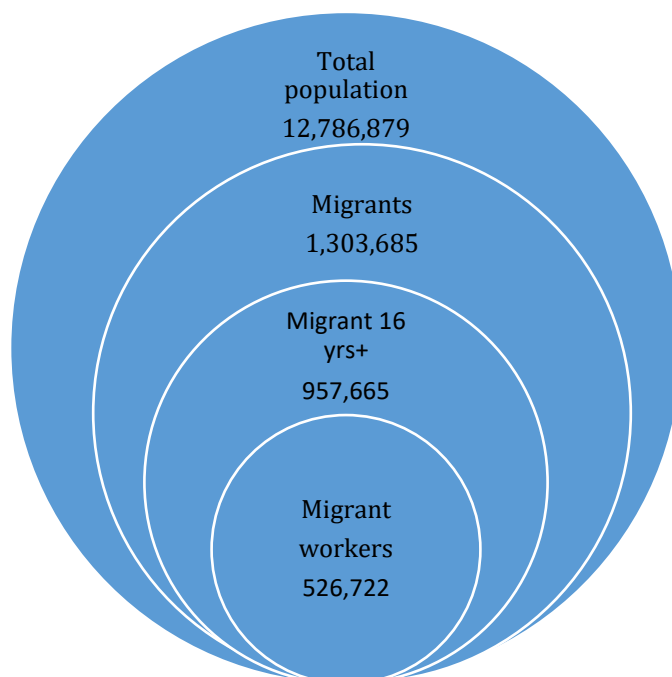


Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Chapter 11: Migrant workers

A migrant was defined to be any current resident, member of a private household in Rwanda of working age who has changed his or her district or country of usual residence in the last five years. A migrant worker was defined to be a migrant of working age who was engaged in an employment for pay or profit or were unemployed in the current area of residence. According to the results of the LFS 2021 presented in Figure 11.1 below, the stock of the migrant population at the time of the survey was 1,303,685 persons, representing 10.2 percent of the total population. Among them, an estimated 526,722 were migrant workers (16 years and above).

Figure 11. 1: Size of the migrant and migrant workers populations



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The migrant population includes the internal migrants and the international migrants. Similarly, the migrant workers include the internal migrant workers and the international migrant workers. The internal migrant and internal migrant workers were those who have moved from one district of Rwanda to another during the last five years, and the international migrant and international migrant workers were those who have moved from outside the country to Rwanda in the last five years and were classified as employed or unemployed. The majority of the migrants were internal migrants (1,217,881) and the international migrants were 85,804. The share of international migrants in total population of Rwanda (0.7 percent) remains significantly lower than the world average (4.2 percent).¹⁴

¹⁴ International Labour Office, *ILO global estimates on migrant workers. Results and methodology. Special focus on migrant domestic workers*. Labour Migration Branch, Conditions of Work and Equality Department and Department of Statistics, 2018.

The proportion of females among internal migrants of working age (16 years old and over), is higher (54.2 percent) than the corresponding proportion among male (45.8 percent) ; while it is higher for male (56.1 percent) than female (43.9 percent) among international migrants.

Table 11.1 shows the distribution of working age 16 years old and over internal migrants from the province prior residence to the province of current residence, and Table 11.2 shows the distribution of working age population (16 years old and above) among international migrants from the country of prior residence to the province of current residence.

Table 11. 1: Province of last move and province of current residence of internal migrants

		Province of current residence					
		Kigali	South	West	North	East	Total
Province of last move	Kigali	116,599	75,352	36,520	34,999	103,438	366,907
	South	107,105	90,738	13,490	10,194	44,049	265,576
	West	62,150	21,030	54,158	17,963	41,318	196,619
	North	36,517	7,765	16,597	30,593	47,826	139,299
	East	68,037	18,562	18,905	24,160	119,818	249,481
	Total	390,408	213,447	139,671	117,908	356,447	1,217,881

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

The diagonal elements highlighted in the Table 11.1 show that around one-third of the internal migrants moved from one district to another district in the same province. The total numbers in the diagonals of the table is 411, 90 corresponding to 33.8 percent of the working age population internal migrant. 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 11.1, one can observe that the migration corridor with the largest movement was from the Southern Province to the City of Kigali (107,105 migrants), followed by the movement from the City of Kigali to the Eastern Province (103,438) and the movement from the city of Kigali (75,352) to the Southern Province.

It is worth important to note that the City of Kigali was a major destination as well as a major province of origin of migrant workers. Around 32.1 percent of the internal migrants currently reside in the City of Kigali. Similarly, around a quarter (30.1 percent) of the working age internal migrants moved from a district of 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 while the Southern Province was the second highest migrant-sending Province after the City of Kigali.

Table 11. 2: Country of last move and current residence of international migrants

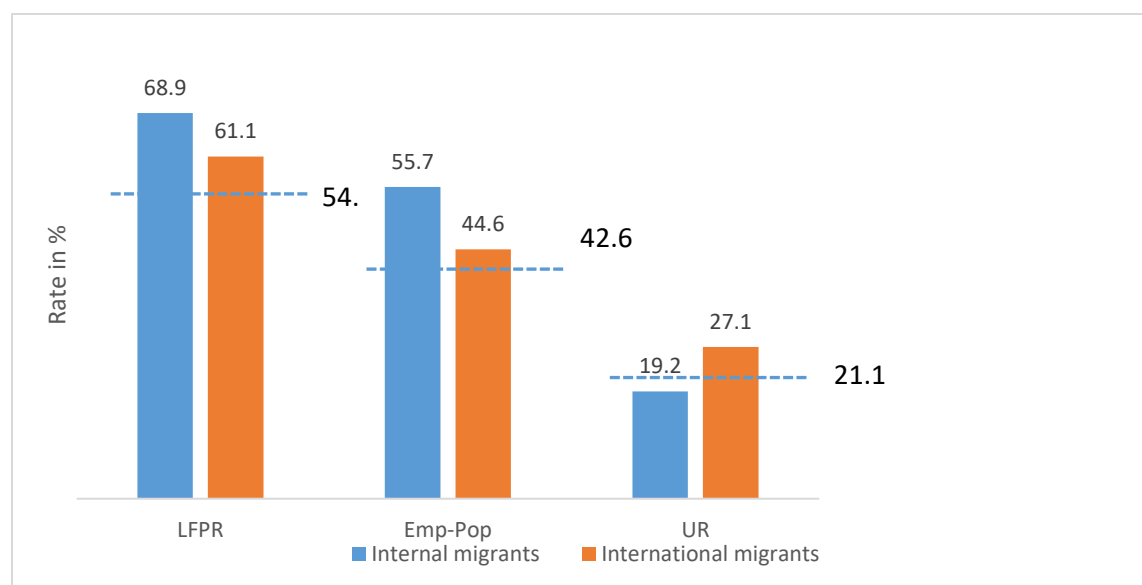
		Province of current residence					
		Kigali	South	West	North	East	Total
Country of last move	Burundi	29,073	42,806	4,075	170	18,934	95,058
	Congo-Kinshasa	21,688	9,847	84,866	31,520	6,958	154,878
	Kenya	2,435	0	323	0	0	2,758
	Tanzania	5,141	6,517	1,867	681	74,231	88,438
	Uganda	15,140	12,348	3,911	15,746	54,697	101,842
	Rest of Africa	6,096	1,897	169	329	0	8,491
	Other countries	4,176	0	442	0	0	4,618
	Total	83,747	73,416	95,654	48,445	154,821	456,084

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

In terms of international migration, most migrants of working age were coming from Congo Kinshasa, and Uganda (33.1 and 22.4 percent, respectively), followed by Congo-Kinshasa DRC (22.0 percent) and Tanzania (8.7 percent). The City of Kigali was the province of destination of the highest number of international migrants (40.0 percent) followed by the South (17.2 percent) and Western Province (17.1percent).

Figure 11.2 shows the summary indicators of the labour force status of internal and international migrants according to the results of the RLFS 2021.

Figure 11. 2: Labour force status of internal and international migrants.



Source:

National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

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

It can be observed that the share of the working age migrants engaged in the labour force is significantly higher than the general population as a whole. The labour force participation rate of internal migrants was 68.9 percent and that of the international migrants was 61.1 percent, both significantly higher than the overall labour force participation rate (54 percent). Similarly, the employment-to-population ratio of internal migrants (55.7 percent) and that of the international migrants (44.6 percent) were higher than the overall employment-to-population ratio of the country (42.6 percent). On contrary, the unemployment rate of internal migrant workers (19.2 percent) was below the national unemployment rate (21.1 percent) while the unemployment rate for international migrant workers (27.1 percent) was higher than the national unemployment rate.

These results are in line with expectation as migration is often motivated by economic and labour market factors. According to the results of the 2021 LFS, the main reason to move from the previous place of residence of the recent working age migrants was looking for work (18.2 percent) closely followed by Coming back in country/building/Renting (17.7 percent) and by found job was third (14.3 percent). Living with relatives, Marriage and Parents moved, were next in relative size (12.7, 11.2 and 9.4 percent respectively).

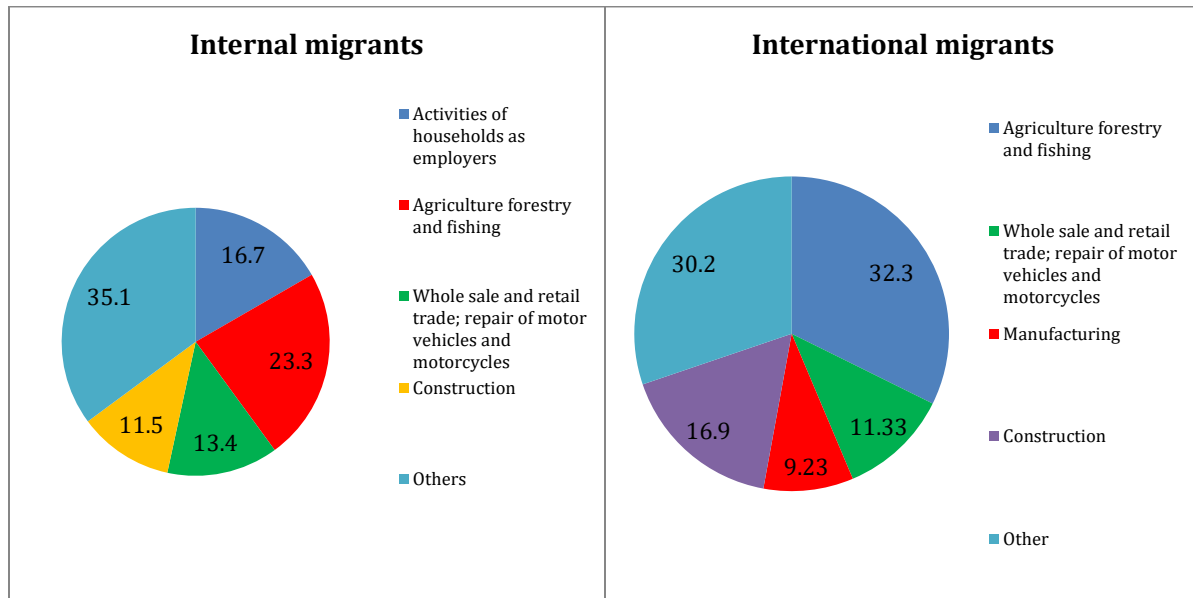
It is also instructive to note that the unemployment rate was lowest (about 3.1 to 22.7 percent) among migrant who moved from their previous place of residence because of employment reason such as Found job, job transfer or looking for employment; (about 11.0 to 28.5 percent) among those who moved for personal reasons such as divorce, marriage, attending school. Correspondingly, the employment-to-population ratio was highest among migrants who moved for labour market reasons than those who moved for personal, family or other reasons.

More detailed analysis of the relationship between labour force status and reason of migration of migrant workers may be carried out based on the data presented in Tables 50-52 of the Statistical Annex C. One particular result that should be mentioned here is the very high employment-to-population ratio (91.4 percent) and the relatively low unemployment rate (3.4 percent) of migrants whose main reason of migration was Job transfer. This result means that many of these migrants keep their employment following their move, although not all.

The structure of employment among migrant workers in terms of branch of economic activity is shown in figure 11.3 for both internal and international migrants. The branch of economic activity with the highest number of internal migrants was agriculture (23.3 percent) compared with the national share of persons engaged in households as employers (47.7 percent). The results show also that the percentage of activities of household as employer among the internal migrant workers (16.7 percent) was higher as compared to the national average (4.1 percent).

The shares of internal migrants engaged in wholesale and retail trade and motor vehicle repair (13.4 percent) and in construction (11.5 percent) are about the same as the corresponding national average (10.7 and 11.1 percent respectively), suggesting that migrant workers in these two branches of economic activity were engaged in the same activity prior and after migration.

Figure 11. 3: Employed migrant workers by top four branch of economic activity.



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Turning to international migration, the data show that the international migrant workers were mostly engaged in agriculture, forestry and fishing (32.3percent), in construction (16.9 percent), activities of households as employers (11.3 percent) and manufacturing (9.2 percent). In the branches of economic activity presented in figure 11.3 the share of international migrant workers was lower than the corresponding national share of employment in ‘Agriculture, forestry and fishing’.

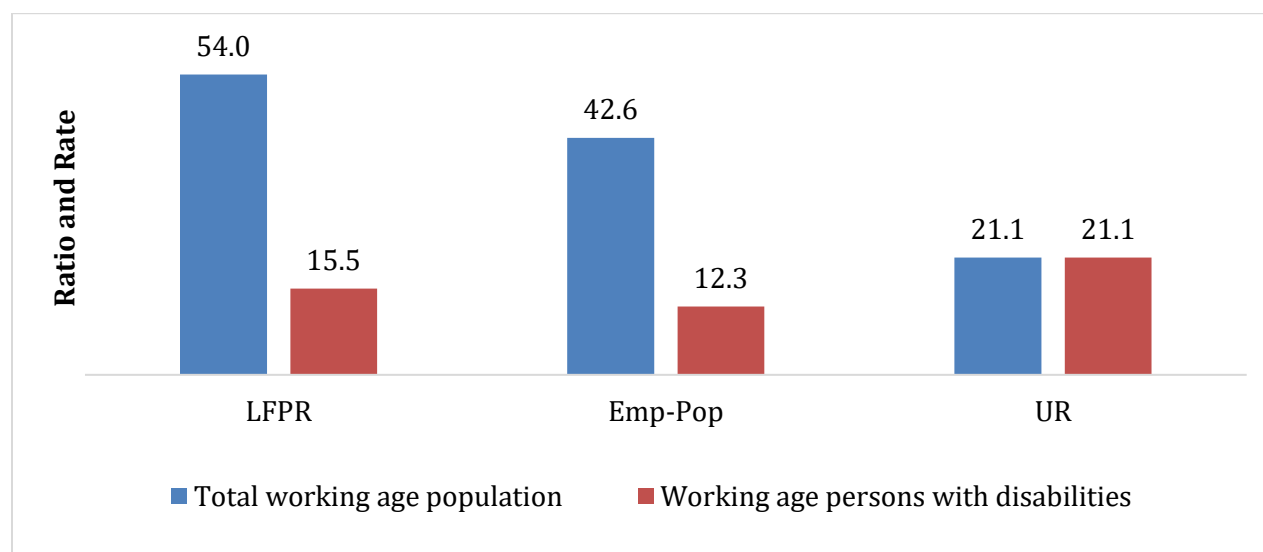
According to the 2021 LFS, the proportion of internal migrants of working age, engaged in subsistence foodstuff production, not counted in labour force was 26.2 percent. The proportion among the international migrants was 21.4 percent. Both figures are considerably lower than the corresponding national percentage of 39 percent, indicating that migrants are relatively less engaged in subsistence foodstuff activity than the working age population at large. One implication of these results is that the higher labour force participation rate of migrants noted earlier in this chapter would be dissipated if the participation rate would be calculated on the basis of employment work as well as subsistence foodstuff production work.

Chapter 12: 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 been using the recommended abridged questionnaire for identifying people with disabilities and their disaggregation by labour force status and other demographic and economic characteristics. Data collection on disabilities and on workers with disabilities aims to contribute to the UN Sustainable Development Goals (SDG), a universal and ambitious plan of actions for ending 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 12.1 compares the main labour market indicators for persons aged 16 years and above with disabilities and the corresponding indicator for the working age population at large. The results showed that 15.5 percent of the working age persons with disabilities were labour force participants. The corresponding rate for the working age population at large among persons without disability was 55.1 percent. About 12.3 percent of the working age persons with disabilities are engaged in work for pay or profit. The corresponding rate for the working age population at large was 43.4 percent among persons without disability.

Figure 12. 1: Main labour force indicators: Working age persons with disabilities versus working age population at large.



Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

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

It is instructive to note that the data from the 2021 LFS showed that the unemployment rate of persons with disabilities was equal to the unemployment rate at national level (21.1 percent)

The analysis of employment status of the working age population with disabilities by type of disability (presented in Table 5 of the Statistical Annex) showed that the employment-to-population ratio is highest among persons with hearing impairment (18.2 percent) and lowest among persons with difficulty in washing all over and dressing (4.5 percent). Unemployment rate is higher among

persons with walking impairment (28.7 percent). Labour force participation rate is lowest among persons with difficulty in washing all over and dressing (4.5 percent) reflecting their age pattern.

Annex A: Main concept and definitions

The main concepts and definitions used in the survey are in line with the international standards on statistics of work, employment, and labour underutilization adopted by the 19th International Conference of Labour Statisticians (Geneva, 2013).¹⁵ They are briefly described below.

- **Work**

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

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

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

- **Working age population**

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

- **Employment**

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

¹⁵ILO, *Resolution concerning statistics of work, employment and labour underutilization*, 19th International Conference of Labour Statisticians, Geneva, October 2013.

absence from a job, or to working-time arrangements (such as shift work, flexi-time and compensatory leave for overtime).

This definition of employment differs from the definition used in past surveys and censuses that was based on the previous international standards.¹⁶ The main difference concerns the statistical treatment of subsistence foodstuff producers. According to these earlier standards, “persons engaged in the production of goods and services for own and household consumption should be considered as in self-employment if such production comprises an important contribution to the total consumption of the households.” According to the new standards, however, only those are included in employment if the production was “intended mainly for sale or barter, even if part of the output is consumed by the household or family. “

- **Labour underutilization**

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

- **Unemployment**

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

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

- **Time-related underemployment**

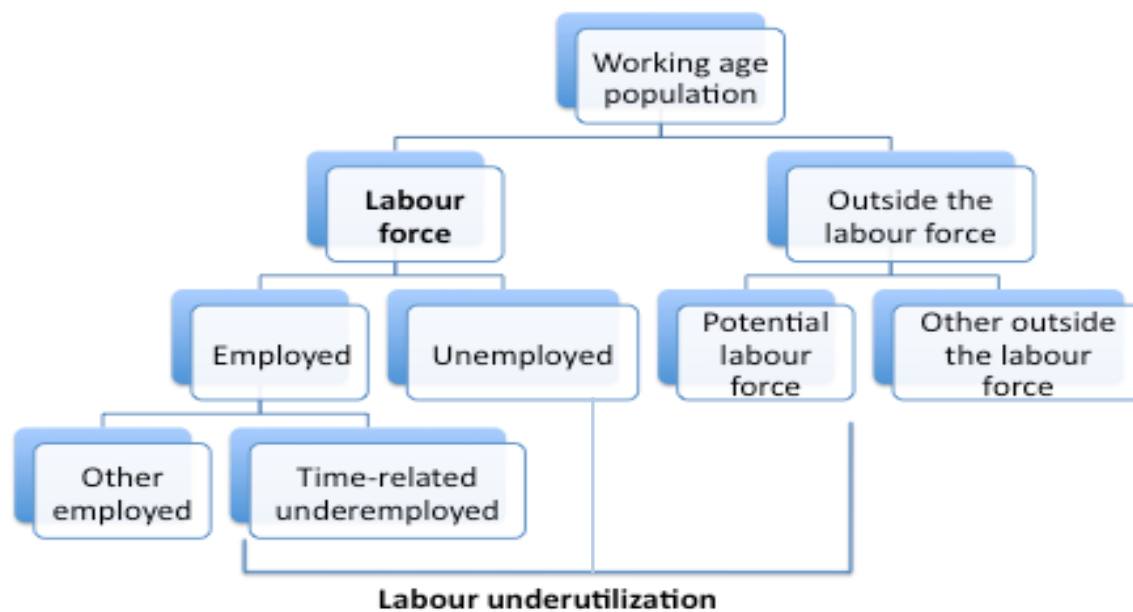
Persons in time-related underemployment are defined as all persons in employment who, during a specified reference period, (a) wanted to work additional hours, (b) whose working time in all jobs was less than a specified hours threshold, and (c) who were available to work additional hours given an opportunity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

¹⁶ ILO, *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment*, adopted by the 13th International Conference of Labour Statisticians, Geneva, 1982.

- **Potential labour force**

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

A1. Labour force and labour underutilization framework



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

- **Discouraged jobseekers**

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

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

The discouraged jobseekers are a subset of the potential labour force, or more particularly, a subset of the “available potential jobseekers”. During the survey reference period, they wanted and were available for employment, but were not seeking employment for labour market-related reasons as opposed to personal, family or other non-labour related reasons. They are considered as potential jobseekers because in principle they have been seeking employment in the past but stopped looking for employment after failure or repeated failures to obtain suitable employment due to various reasons related to the unsuitability of their age, qualification, work experience, and similar labour-market reasons. If these obstacles could be overcome, they would presumably be again jobseekers.

- **Others outside the labour force**

The potential labour force is one group of persons outside the labour force. In general, persons outside the labour force include persons of working age population who were neither in employment nor in unemployment during the reference period of measurement. Persons outside the labour force may be classified in terms of their current main activity status as well as the main reason for not being engaged in the labour force and their potential future labour force engagement. The international standards recommend the classification of persons outside the labour force by main activity status, as self-declared, with the following categories:

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

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

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

- **Willing non-jobseekers**

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

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

and in this sense they are considered as a separate category among the population outside the labour force.

- **Own-use production work**

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

Subsistence foodstuff producers constitute an important subgroup of persons in own-use production work. They are defined as all those who performed any of the specified activities to produce foodstuff from agriculture, fishing, hunting or gathering that contribute to the livelihood of the household or family. Excluded are persons who engaged in such production as recreational or leisure activities.

Own-use producers and in particular persons engaged in own-use production of goods such as subsistence foodstuff producers (and for that also matter unpaid trainee workers or volunteer workers) may be engaged, in the same reference period, in other activities, including employment or search for employment. On the basis of their other activity, therefore, certain own-use producers may also be in the labour force and classified as employed, unemployed or other labour underutilization category.

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

A2. Main labour force and labour underutilization indicators

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

Annex B: Survey methodology and data quality

The ultimate goal of the labour force survey (LFS) programme is to collect data on the employment and labour underutilization characteristics of the population on a continuous basis, providing quarterly estimates of the main labour force aggregates with sufficient precision at the district level. Given this ambitious measurement objective, it has been decided to adopt a gradual approach starting with an annual survey with the sample spread over four points in time. The sample is designed such that the survey provides for:

- Quarter national estimates of employment and labour underutilization with specified precision, and
- Annual district-level estimates by pooling together the data of each quarter of the calendar year.

The timing of the quarter rounds is based on the seasonal variations of labour force activities in Rwanda, in particular, the high and low seasons of agriculture activities, in February May , August, and November respectively. This approach is in line with the international standards that recommend a national data collection strategy that allows reporting “on a quarterly basis, main aggregates of employment, labour force, labour underutilization, including unemployment, in order to monitor short-term trends and seasonal variations.”

An annual survey with the sample spread over four points in time has a number of advantages in comparison with an approach that starts with an annual survey conducted at one point in time during the year. The quarterly approach allows NISR to put in place a survey management system that oversees survey operations and data processing tasks that cover the entire year. This would make it easier to transit at a later stage into a more frequent reporting system. It will also lessen the number of transitions and inevitable disruptions at each transition toward the final objective of reaching a continuous survey with quarterly reporting.

A quarterly approach also provides the possibility of incorporating a rotation scheme into the sample design. A rotation scheme allows to produce more accurate measurement of employment and labour underutilization trends as well as new statistics on labour force dynamics, in particular, flow data on job gains (number of persons obtaining employment during a given period) and corresponding data on job losses (number of persons losing employment during the period).

1. Sample design

The sample design of the LFS is a two-stage stratified design according to which at the first stage of sampling, a stratified sample of enumeration areas from the latest population census is drawn with probabilities proportional to size measured in terms of the census number of households or census number of household members, and at the second stage of sampling, a fixed number of sample of households is selected with equal probability within each sample enumeration areas. Finally, all household members in the sample households are selected for survey interviewing.

The scope of the survey is all persons living in private households. It excludes the institutional population permanently residing in houses such as hostels; health resorts; correctional

establishments etc., as well as persons living in seasonal dwellings not covered in the survey. It also excludes workers living at their work-sites. A household is a group of persons who live together and make common provision for food and other essentials for living. The people in the group may be related or unrelated or a combination of both. A household may consist of only one person or several persons.

- **Sample size**

Sample size determination in most household-based surveys with multi-stage stratified design is based on the principle of first calculating the required sample size for a single «domain» assuming a simple random sample design and no non-response. A domain is a well-defined population group for which estimates with pre-determined accuracy are sought. The results are then extended to allow for non-response and deviation from simple random sampling.

The application of this principle with the choice of parameters described below leads to a sample size requirement of 18,691 households for measuring annual unemployment with margin of errors of +/- 0.3% at 95% confidence level. In these calculations, the main indicator is the ratio of unemployment to the working age population, set at $r=0.024$ according to the 2012 population census of Rwanda. The design effect (deff) is set at 3, within the range of values (3 to 4) generally used for labour force surveys. The margin of errors (ME = 0.0026) is twice the standard error of the estimate.¹⁷ Similar calculations for employment gave a sample size requirement of 18,792 households.

The Labour Force survey programme begun with a pilot survey conducted in February 2016. The first round of the survey was conducted in August 2016, and continued on bi-annual basis until August 2018. Since the year 2019, the survey was re-designed to provide estimates of the labour market aggregates on quarterly basis. The sample size in each quarter is about 4608 households, composed of three rotation groups marked with the symbol r in the table. The proposed rotation design is 1-1-1, that is each sample household is interviewed three times, once every two quarters. Accordingly, a sample household is in the sample in one quarter, leaves the sample in the next quarter, returns in the sample in the following quarter, leaves again the sample in the subsequent quarter, and finally returns in the sample for the third time before leaving the sample altogether.

- **Sample rotation**

The main purpose of sample rotation is to improve the precision of the trend estimates. It also allows obtaining data on labour force flows by matching sample individuals common in different survey rounds. The sample rotation scheme adopted for the Rwanda LFS programme builds on the possibility of transiting to quarterly sub-rounds after a few years of half-annual sub-rounds.

¹⁷For more detail description of the calculations reference is made to: “Labour Force Survey of Rwanda: Proposed survey programme and instruments, FarhadMehran, GIZ Consultant, National Institute of Statistics of Rwanda (NISR), 31 July 2015.

Rwanda LFS: Sample rotation design

Feb '19	May '19	Aug '19	Nov '19	Feb '20	May '20	Aug '20	Nov '20	Feb '21	May '21	Aug '21	Nov '21	Feb '22	May '22	Aug '22	Nov '22
r1															
	r2														
r3		r3													
	r4		r4												
(8+9)/3		r5		r5	r5										
	(8+9)/3		r6			r6									
		(10+11)/3		r7	r7		r7								
			(10+11)/3			r8		r8							
				(10+11)/3	(10+11)/3		r9		r9						
						(12+13)/3		r10		r10					
							r11		r11		r11				
								r12		r12		r12			
									r13		r13		r13		
										r14		r14		r14	
											r15		r15		r15
												r16		r16	
													r17		r17
														r18	
															r19

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

An implication of these modifications is a slight reduction of the sample size in August 2018 to ensure smooth transition to the sample size requirement of the quarterly design which must be multiple of 48 (=3x16), due to the transition from four to three visits per household and the maintenance of the sample-take of 16 households per PSU. The sample of the August 2018 survey has been supplemented by considering a sample-take of 24 households per PSU in one-third of the rotation groups 8 and 9 of the previous bi-annual design.

- **Sampling frame and sample allocation among districts**

A primary sampling unit is an enumeration area of the Population and Housing Census 2012. There are altogether 14,784 enumeration areas in the sampling frame constructed by NISR based on the population and housing census.

To ensure adequate geographical distribution of the sample over the different parts of the population, the sample is allocated among the 30 districts of the country. Prior to sample selection, the sampling frame is sorted according to urban and rural areas within districts. This provides an implicit stratification of the population by urban and rural areas. The resulting distribution of the sample is obtained on the basis of the square-root allocation.

It should be mentioned that the square-root allocation rule allocates the sample in proportion to the square-root value of the size of the district. It is a compromise between equal and proportional allocation. Equal allocation gives the same allocation to each district regardless of size. It may be appropriate if each district is to be treated as separate reporting unit (domain) with the same precision requirement as the others. Proportional allocation distributes the sample in proportion to the size of the districts. With proportional allocation, the geographical composition of the population is preserved, but it may lead to very small sample sizes for certain districts.

Selection of sample enumeration areas

The next step in sample design was the selection of the 288 sample enumeration areas in each round. The sample was drawn in each district by probability proportional to size (pps) from the sampling frame.

The sample selection of PSUs has been carried out on the basis of the PSUs already selected under the bi-annual survey design. Thus, a sample of 144 PSUs have been selected from the 146 PSUs already designated for the August 2018 survey and what would have been the bi-annual February 2019 survey (old rotation groups 8 and 9). These PSUs have been randomly divided into three equal parts of each 46 PSUs, to serve for the new sample PSUs for introduction in the three consecutive quarters, August 2018, February 2019, and May 2019. Similarly, another sample of 144 PSUs have been selected from the 146 PSUs already designated for what would have been the bi-annual August 2019 and February 2020 survey (old rotation groups 10 and 11). These PSUs have then been randomly divided into three equal parts of each 46 PSUs, to serve for the new sample PSUs for introduction in the three consecutive quarters, August 2019, November 2019 and February 2020.

- **Selection sample households**

The sample enumeration areas were freshly listed prior to selection of the final sample of households. For each quarter, 16 sample households were selected from the list of households in each sample enumeration area by systematic sampling with equal probability. If the list contained 16 households or less all households in the sample enumeration area were drawn in the sample. If the list contained more than 16 households, a sample of fixed size (16 households) was drawn from the list by systematic random sampling. In order to keep almost the same number of households,. The sample size in each quarter was about 4,668 households, composed of three rotation groups marked with the symbol r in the table1.

The purpose of listing was to ensure that every household currently residing in the sample locality has a non-zero probability of selection. Listing permits to update the sampling frame and account population movements and new household formations that have occurred since the last preparation of the sampling frame. It aims at covering the newly constructed buildings with living quarters and taking into account demolished or vacant buildings, or transformed dwellings no longer used as living quarters, such as dwelling addresses turned to stores or workshops, or living quarters used as secondary housing units or for holidays.

The listing form was developed to capture the information categorized in four columns: (1) A three-digit serial number for listing buildings; (2) Another three-digit serial number for listing dwellings within buildings; (3) The name of the head of household residing in the dwelling; and (4) The street address of the household.

- **Sample weights**

Three steps were involved in the calculation of the sample weights: Calculation of the design weight, Adjustment for non-response; and Calibration to known population projections.

The design weight of a given sample household is the inverse of the probability of selection of a sample household. This probability is calculated as the product of two probabilities. The first is the probability of selection of the enumeration area k where the sample household is residing,

$$p_k = \eta \times N_k$$

Where N_k is the number of households in the enumeration area according to the sampling frame and η is the proportionality factor of the pps sampling scheme.

The second is the probability of selection of the sample household within the enumeration area k

$$p(hh_k) = \frac{16}{N_k^1}$$

where 16 is the fixed sample-take in enumeration area k and N_k^1 is the listed or estimated number of households in the enumeration area k .

The overall design weight is the inverse of the product of these two probabilities,

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

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

$$AdjustedWeight(hh_k) = d'_k = \frac{d_k}{r_k}$$

where the response rate r_k in enumeration area k is the percentage number of responding households among the total eligible households in the sample enumeration area.

The sampling weights for the quarterly LFS are calculated as a function of the weights calculated earlier for the bi-annual survey, called here "Oldweight" as described above. The Qweight is obtained from the Oldweight as follows,

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

where $\frac{3}{4}$ takes account of the fact that under the old bi-annual design there were 4 rotation groups per round and under the new quarterly design there are 3 rotation groups per round; the ratio 144/146 corresponds to the probability of selection of the new PSUs from the set of old PSUs; and, finally, 1/3 refers to the probability of selection when the new PSUs are randomly divided into three equal parts.

Finally, the adjusted weights were calibrated to known population projections for four demographic groups: Males and females population less than 16 years old and males and females 16 years old and over living on private households

The population projections were derived from the NISR census publication.¹⁸ The projections were adjusted by deducting estimated values for the institutional population not living in private households. The calibration procedure followed the methodology of Deville and Sarndäl.¹⁹ Accordingly, the final calibrated weights were obtained from the formula,

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

where d'_k is the adjusted weight for non-response, λ is a regression vector obtained from the calibration formula, and x'_k is the vector of the count of male less than 16 years old, male 16 years old and over, female less than 16 years old and female 16 years old and over of interviewed households in the enumeration area k. All individuals in the same household are assigned the weight of the household in which they belong.

2. Questionnaire design

The questionnaire of the Rwanda Labour Force Survey 2018 in its present form contains a total of 149 questions organized into 9 sections and a cover page, dealing with following topics:

- A Household roster including activities of children aged 5 to 13 years old
- B Education
- C Identification of employed, time-related underemployed, unemployed and potential labour force
- D Characteristics of main job/activity
- E Characteristics of secondary job/activity
- F Past employment

¹⁸ National Institute of Statistics of Rwanda, *Fourth Population and Housing Census, Rwanda, 2012, Thematic Report Population Projections*, January 2014.

¹⁹ Deville, J.C., and Sarndäl, C.E., "Calibration Estimators in Survey Sampling," *Journal of the American Statistical Association*, Vol. 87, 1992, pp. 376-382.

- G Own-use production of goods and services
- H Subsistence foodstuff production
- I Housing and household assets

Not all questions are addressed to every household member. For children below 14 years of age, a minimum number of questions are asked. For older youngsters and adults 14 years of age and above, the number of questions depends on the situation and activities of the person during the reference period. The basic reference period is the last 7 days prior to the date of the interview. For certain questions, however, other reference periods are used. In each case, the relevant reference period is indicated in the text of the question.

The questionnaire was prepared both in Kinyarwanda and in English. An earlier version of the Kinyarwanda questionnaire was tested during the Pilot LFS February 2016. The field test was conducted in selected urban and rural areas with the aim of assessing the integrity of the instrument, such as understanding of question wordings, duration of interviews, coding and data processing. The experience gained was used to finalize the questionnaire.

Experience gained from the pilot survey led to certain modifications of the questionnaire. The revised questionnaire was again tested prior to the LFS August 2016 and February 2017 through the mock interviews conducted during the training of supervisors and interviewers. Slight modifications were further introduced following the experience gained during the field work of previous LFS rounds.

A specimen of the final version of the questionnaire is presented in Annex C of the present report. It is accompanied with two documents: An extensive manual for interviewers, providing instructions on the role of interviewers, listing of household members, and procedures to be adopted for asking each question and recording the corresponding response;²⁰ and a set of diagrams and corresponding STATA syntax providing rules for combining the survey responses for constructing the main labour force indicators of the survey. These derived variables included:

Labour force status (STATUS1):

Employed, Unemployed and Outside the labour force

Time-related underemployed (TRU)

Potential labour force (PLF)

Discouraged jobseeker (discourage)

Willing non-jobseeker (willing)

Subsistence foodstuff producer (sub)

Employment in informal and formal sector (IS and FS)

Informal and formal employment (IE and FE)

²⁰ NISR, *Rwanda Labour Force Survey, Interviewers Manual (RLFS, 2016)*, National Institute of Statistics of Rwanda, Kigali, December 2015. Revised for the RLFS, August 2016.

Monthly cash income from employment of employees at main job (cash)

Not in employment, nor in education or training youth 16-24 years old (NEET youth)

Not in employment, nor in education or training young persons 16-30 years old (NEET young)

Migrant worker (migrant)

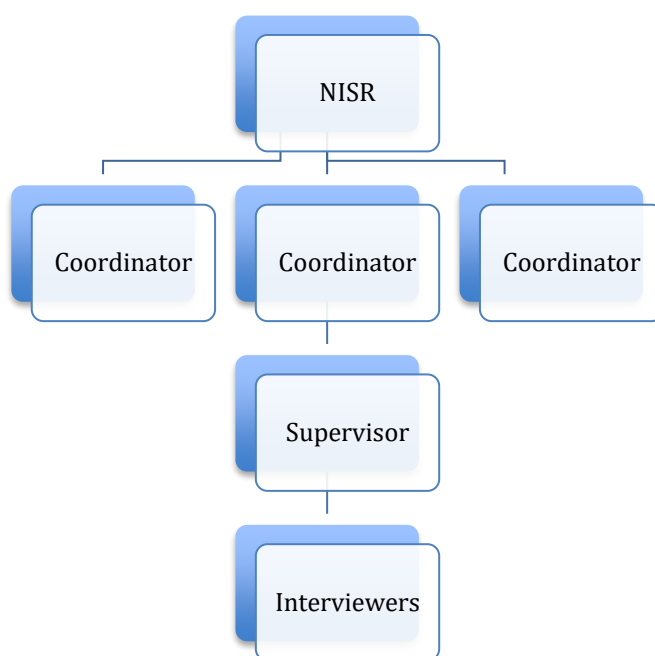
Worker with disability (disable)

3. Field operations

The main pre-survey activities conducted in preparation for the field operations included the establishment of the field organization, the recruitment and training of interviewers and the preparation of Tablets.

The following diagram shows the field organization of the survey. It consisted of 2 coordinators, coordinating the work of 10 supervisors, 24 team leaders and 96 interviewers. In many occasions the team leaders and field editors conducted also survey interviews. So altogether the survey interviewing was carried out by a total of 120 interviewers.

Field organization, LFS



The actual number of interviewers recruited for the survey was in excess of the required number in order to allow for drop-outs, illness, absences and other possible failures.

The training of the survey staff was carried out in two stages. There was first the training of the supervisors followed with the training of the interviewers. The coordinators conducted the training of the supervisors, and the combined pool of supervisors and coordinators conducted the training of the interviewers.

The field operations were conducted from February , May, August and November, each month from the beginning of the month up to the end of the month during the year 2019. Listing was conducted at the same time as data collection in Kigali city and others District out of Kigali.

Prior to household selection and interviewing, all households in the sample enumeration areas were listed in a special listing form. A separate manual was prepared for household listing, providing special instructions for segmentation of large clusters and quality control of the results.²¹ Finally, procedures were developed for selecting sample households from the list as part of the field operations.²²

The new 9 sample enumeration areas with very large number of households at the listing stage were segmented according to the segment areas defined by the population and housing census. One segment at random was listed and the number of listed households was proportionally expanded to obtain an estimate of the current number of households residing in the enumeration area.

4. Data processing

As well as from the previous year, data were collected using computerized assisted interview (CAPI). Data was uploaded to NISR main office from field via wireless network channel by synchronizing every day with the NISR server. It was carried every day to have a daily back up of data. All the activity of codification were also done to the field by interviewers who were trained. Several questions with textual responses were pre-coded and tabled in cascaded way. These concerned education (major field of study in highest qualification attained, and subject of training), occupation and branch of economic activity (at main and secondary job and past employment experience); they were coded into the corresponding national standard classifications using on-screen coding with corresponding dictionaries in Kinyarwanda. ²³ Coding of geographic areas and addresses was incorporated in the data entry programme as look-up.

Following coding, responses of each questionnaire were edited for blanks, missing values, duplicates, out-of-range values, and inconsistencies such as no head of household or age of child greater than age of head of household using developed batches of controlling inconsistency in CsPro and Stata. Editing specifications on coverage and demographic characteristics were based on the population and housing census (PHC4 2012). Other edit rules were developed for consistency checks on questions related to the measurement of the main labour force variables, including employment, unemployment, multiple jobholding, total hours usually worked at all jobs, total hours actually

²¹ National Institute of Statistics of Rwanda, *Manual for Household Listing, Rwanda Pilot Labour Force Survey (RLFS-P 2016)*, NISR, Kigali, February 2016.

²² Mehran, F., GIZ Consultant, "Rwanda Labour Force Survey February 2016. Selection of households without data entry as part of the field operations." 30 December 2015.

²³ National Institute of Statistics of Rwanda, *Customized International Standard Industrial Classification of all Economic Activities (ISIC Rev. 4)*, The Rwanda Classification Manual, 2012 edition.

National Institute of Statistics of Rwanda, *Customized International Standard Classification for Occupation (ISCO-08)*, The Rwanda Classification Manual, 2012 edition.

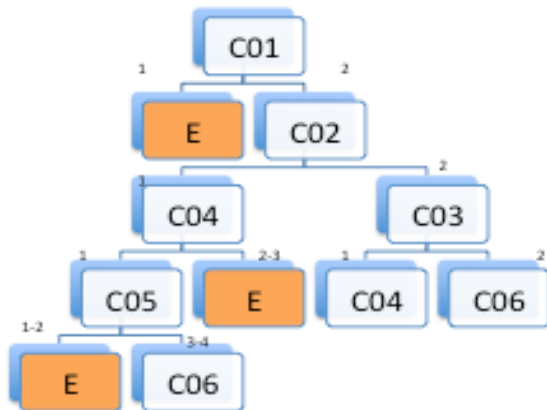
National Institute of Statistics of Rwanda, *Customized International Standard Classification of Education (ISCED 97)*, The Rwanda Classification Manual, 2012 edition.

worked at all jobs, status in employment at main job, etc. The detected errors were directly sent back to the field for the correction by the interview.

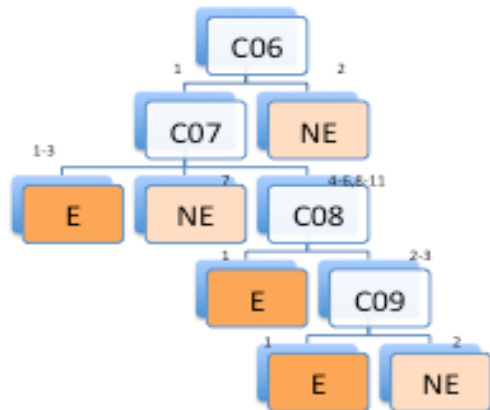
As part of data processing, the data file was augmented by adding a field on sampling weights (weight) and a series of additional fields on derived variables constructed on the basis of the information on each record. Some examples of the construction of the derived variables is schematically shown in diagrams B1 to B5 for employment (E), time-related underemployment (TRU), unemployment (U) and potential labour force (PLF), employment in informal sector (IS) and informal employment (IE) at main and secondary jobs, and monthly cash income from employment of employees at main job (cash). The numbered elements of the diagrams refer to the question numbers and response categories of the LFS questionnaire. The end nodes of the diagrams refer to the derived variable categories, employed, time-related underemployed, unemployed, etc.

B.1 Derived variable: Employment (E)

Employed, at work

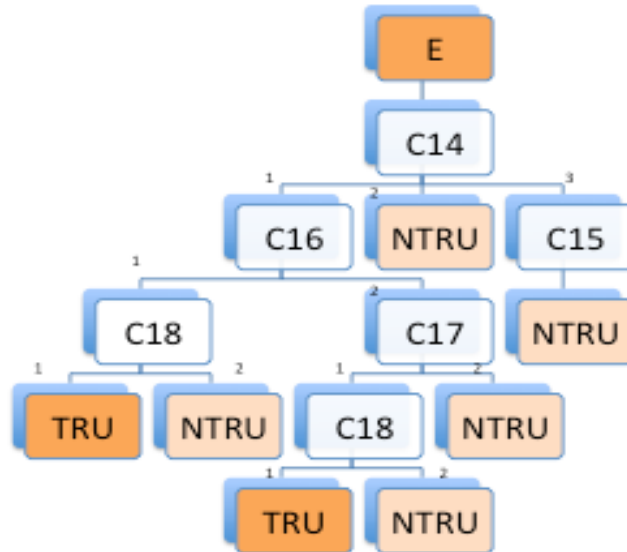


Employed, not at work



E = Employed
NE = Not employed

B.2 Derived variable: Time-related underemployment (TRU)

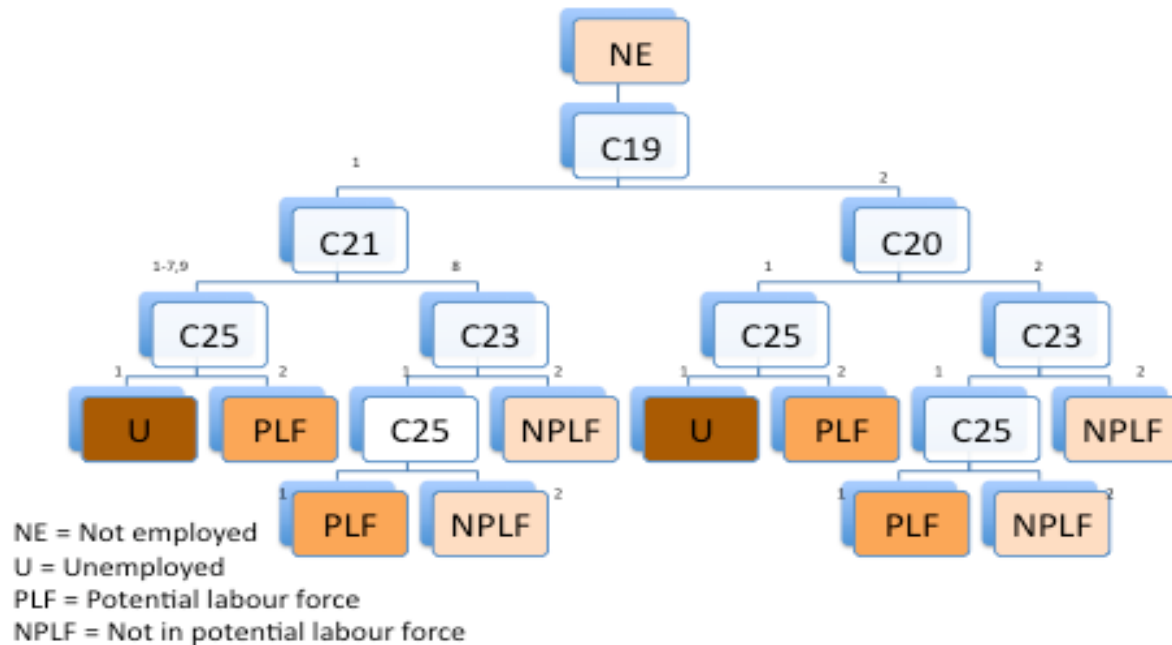


E = Employed

TRU = Time-related underemployed

NTRU = Not time-related underemployed

B.3 Derived variables: Unemployment (U) and potential labour force (PLF)



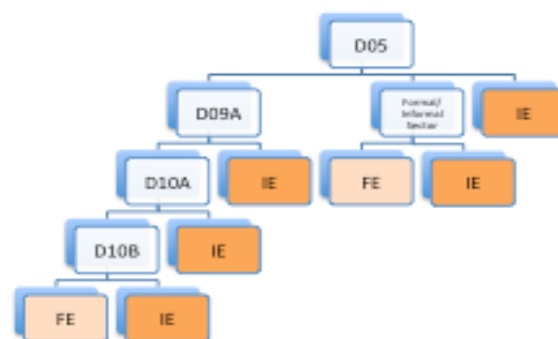
B.4 Derived variables: Informal sector (IS) and informal employment (IE) at main job

Informal sector



IS = Informal sector
 FS = Formal sector
 X = Out-of-scope (Domestic workers engaged by households are excluded from the count of informal and formal sector)

Informal employment



IE = Informal employment
 FE = Formal employment

B.5 Derived variable: Monthly cash income from employment of employees at main job (INC)

Status in employment		Response	Monthly cash income from employment at main job
-1	-2	-3	-4
Employee or Intern or Other	D05=1,2,7	D12=1 Amount	D12A x 1 if D13=1
			D12A x 26/12 if D13=2
			D12A x 52/12 if D13=3
			D12A x 52/2 if D13=4
			D12A /12 if D13=5
		D12=2,3, Refusal, Don't know	2*20,000/3=13,333 if D17=1
			2/(1/20,000+1/30,000)=24,000 if D17=2
			2/(1/30,000 +1/50,000)=37,500 if D17=3
			2/(1/50,000 +1/100,000)=66,667 if D17=4
			2*100,000 = 200,000 if D17=5

Based on these results, it was decided to use the conversion factor 1 for monthly payments, 2 for two-weekly payments, 52/12 for weekly payments, and 26 for daily payments to calculate the monthly income.

Finally, the augmented data file with derived variables and sampling weights was used for producing the survey estimates specified in the tabulation programme of the survey as well as other analytical tables for the body of the report. The tabulation programme of the survey included 66 tables presented in the statistical annex of the present report (Annex D).

In order to speed up data processing and ensure better quality data, NISR has introduced tablets for data collection, and incorporated an assisted coding of the questions with textual responses and automated editing procedures for both detection and correction of errors thus minimizing the need for the time-consuming task of making reference to the physical questionnaires.

5. Data quality

Like in all sample surveys, the results of the LFS 2021 are subject to sampling and different forms of measurement errors. This section provides information on different sources of survey errors, namely, sampling errors, coverage errors, non-response errors, response errors and other errors such as coding and data entry errors.

- Sampling errors

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

Information on sampling errors is used for interpreting the survey results. It provides an assessment of the precision of the estimates and on the degree of confidence that may be attached to them. In the

same vein, it allows decision on the degree of detail with which the survey data may be meaningfully tabulated and analyzed. Information on sampling errors is also used for determining whether the survey estimates of change over time or the estimates of differences between two or more population subgroups are statistically significant. Finally, information on sampling errors may be used for future sample design. Rational decisions on the choice of sample size, sample allocation among strata, clustering and estimation procedures, can only be made on the basis of detail knowledge of their effect on the magnitude of sampling errors in the resulting statistics obtained from the survey.

The following table gives the sampling errors of the main labour force estimates obtained from the LFS 2021. They have calculated based on the general principle that in multi-stage sample designs the variance contributed by the later stages of sampling is, under broad conditions, reflected in the observed variation among the sample results for first-stage units. Thus, the sampling variance of a variety of statistics, such as totals, means, ratios, proportions, and their differences can be obtained on the basis of totals calculated for the primary sampling units, here the localities 24. The calculations took into account the fact that the sampling weights were calibrated and used the residual method proposed by Deville and Sarndäl p. 380. They have been calculated using STATA syntaxes, taking into account of the survey design characteristics.

B.6: Sampling errors of estimates of main labour force aggregates

Indicator	Estimate	Standard error	Relative standard error	Confidence interval	
				Lower	Upper
Population 16+ yrs	7,718,871	114,600	1.5%	7,494,016	7,943,726
Labour force	4,166,625	69,989	1.7%	4,029,300	4,303,951
Employment	3,287,697	60,089	1.8%	3,169,797	3,405,596
Unemployment	878,929	28,325	3.2%	823,353	934,505
Outside labour force	3,552,246	67,424	1.9%	3,419,953	3,684,538

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

As an illustration of the use of the table, consider the second row of the table on the labour force. The total labour force, 4,166,625 is estimated with a relative standard error of 1.7 percent. The true value at 95 percent confidence level lies within the interval 4,029,300 and 4,303,951. Similarly, it can be stated that the total number of unemployed persons, 878,929 is estimated with a relative standard error of 3.2 percent. And, the true value at 95 percent confidence level lies within the interval 823,353 and 934,505.

The next table gives the estimated sampling errors for the main labour force indicators expressed in rates or percentages. For example the results indicate that the unemployment rate estimated at 21.1 percent has a standard error of 0.6 percentage points. This may be interpreted to mean that the true unemployment rate lies with 95 percent confidence within the interval, 20.0 and 22.2 percent.

²⁴Verma, Vijay, *Sampling Methods*, Manual for Statistical Trainers Number 2, Statistical Institute for Asia and the Pacific (SIAP), Tokyo, Revised 2002.

B.7: Sampling errors of estimates of main labour force indicators (percentage)

Indicator	Estimate	Standard error	Confidence interval	
			Lower	Upper
Labour Force Participation Rate	54.0	0.5	53.0	54.9
Employment-Population Ratio	42.6	0.5	41.6	43.6
Unemployment rate	21.1	0.6	20.0	22.2

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

It is not practical to compute and report sampling errors for every published statistics of a labour force survey. For this purpose, general variance estimates are typically calculated using the approximate relationship between the variance of an estimate and its size, expressed by $\text{var}(y)/y^2 = b + a/y$. The results are presented in the following table.

B.8: Approximate sampling errors by size estimates

Size of estimate	Standard error	Relative standard error	Confidence interval	
			Lower	Upper
5,000,000	63,000	1.3%	4874000	5126000
2,500,000	37,000	1.5%	2426000	2574000
1,000,000	20,000	2.0%	960000	1040000
500,000	14,000	2.8%	472000	528000
250,000	9,000	3.6%	232000	268000
100,000	6,000	6.0%	88000	112000
50,000	4,000	8.0%	42000	58000
25,000	3,000	12.0%	19000	31000
10,000	2,000	20.0%	6000	14000

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Thus, an estimate about 5,000,000 has an approximate standard error of 63,000 with a confidence interval at 95% level between 4,874,000 and 5,126,000. Similarly, an estimate of about 500,000 has an approximate standard error of 14,000 with a confidence interval between 472,000 and 528,000. It can be observed that the relative standard error sharply increases as the size of the estimate decreases. Estimates as low as 10,000 have very high relative standard errors, almost 20 percent. The table can be used to decide on the size of estimates that can be meaningfully considered or more as statistical significant for analysis. For size of estimates that are not listed in the table, the approximate standard errors can be obtained by interpolation or extrapolation of the values given in the table.

- **Non-response errors**

Non-response occurs due to failure to obtain the required information from the units selected in the sample (unit non-response) or to failure to obtain some items of information for the selected unit (item non-response). Unit non-response may occur due to incorrect address of the sample household, or inaccessibility of certain dwellings or refusal of the sample household to be interviewed, or because no one was at home when the interviewer contacted the household, or for other reasons.

Absence and refusal are considered as non-response while vacant demolished or out-of-scope housing units are considered as non-coverage. The non-response rates for all February, May, August and November round 2021 have been less than 9.4 percent.

- **Response errors**

Response errors refer to errors originating at the data collection stage. In relation to an individual respondent, response errors may occur because the respondent was unwilling to divulge certain information or because the respondent did not know the answer to the question asked or did not fully understand the meaning of the question. Response errors can also occur due memory lapses, for example by forgetting to report an event, or incorrectly reporting the timing. Response errors may also occur because of errors made by the interviewer or by the instrument used for measurement. Interviewers may introduce errors because of haste and misreporting the responses, or because of misunderstanding of the survey concepts and procedures, or preconceptions and subjective biases. The questionnaire itself may be faulty, with wrong question wordings and incorrect skipping patterns.

The measurement of response errors is one of the most difficult parts of quality assessment of survey data. It generally requires carefully designed re-interview programmes. In the absence of such data, the quality of survey responses may be assessed by comparing the survey results with corresponding information from more reliable external sources such as administrative sources, for example, reconciling the LFS estimate of employment with the corresponding estimate obtained from the Integrated Business Enterprise Survey.²⁵ More detailed assessment may be carried out by comparing the LFS estimates of employment in specific occupations such as primary and secondary school teachers, nurses, and civil servants with corresponding statistics from the line ministries. Other indicators of response errors may be obtained by measuring the degree of self-response against proxy-response, or by testing the internal consistency of certain sets of inter-related responses. The assessment of response errors along the lines described here should be considered in future rounds of the survey when the survey programme has been stabilized.

- **Other errors**

Other sources of errors include coding and editing errors, as well as errors in data entry and data processing. Here the occupation and industry coding is evaluated. Table B.10 shows that the employed persons were coded in 359 distinct 4-digit occupation codes and 299 distinct 4-digit industry codes. The percentage of employed persons who were coded with codes ending with the

²⁵National Institute of statistics of Rwanda, *Integrated Business Enterprise Survey*, NISR 2014.

digit “9” was 2.5 percent for occupation and 7.0 percent for branch of economic activity. Codes ending with “9” indicate that the occupation or industry descriptions in the LFS questionnaire could not be precisely found in the classification system and had to be coded as “other”, suggesting insufficient information for precise occupation and industry coding.

Table B.10: Coding into occupation and branch of economic activity codes ending with “9”

	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
February 2021		
Distinct 4-digit codes	252	220
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	123	343
Total number of employed persons (non-weighted)	4,740	4,740
Percent	2.59%	7.24%
May 2021		
	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
Distinct 4-digit codes	259	206
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	123	320
Total number of employed persons (non-weighted)	4,584	4,584
Percent	2.68%	6.98%
August 2021		
	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
Distinct 4-digit codes	255	220
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	125	370
Total number of employed persons (non-weighted)	4,676	4,676
Percent	2.67%	7.91%
November 2021		
	Occupation (ISCO-08)	Branch of economic activity (ISIC Rev 4)
Distinct 4-digit codes	238	207
Number of employed persons coded in with 4-digit codes ending with “9” (non-weighted)	111	308
Total number of employed persons (non-weighted)	5,142	5,142
Percent	2.16%	5.99%

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey, 2021

Overall, the quality assessment of the results of the LFS 2021 shows acceptable levels of sampling errors and non-response errors.

Annex C: Statistical tables

Table C. 1 Summary labour force indicators, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population 16 years old and over	7,718,871	3,633,984	4,084,887	1,670,930	6,047,941	2,991,184	4,727,686
Labour force	4,166,625	2,251,998	1,914,627	1,047,923	3,118,702	1,605,248	2,561,377
- Employed	3,287,696	1,834,964	1,452,732	829,806	2,457,891	1,193,524	2,094,172
- Unemployed	878,929	417,034	461,895	218,117	660,811	411,724	467,205
Outside labour force	3,552,246	1,381,986	2,170,260	623,007	2,929,239	1,385,936	2,166,309
Labour underutilization	3,242,027	1,435,643	1,806,384	585,829	2,656,197	1,717,551	1,524,476
- Unemployed	878,929	417,034	461,895	218,117	660,811	411,724	467,205
- Time-related underemployed	1,024,400	528,911	495,489	142,128	882,272	530,314	494,086
- Potential labour force	1,338,698	489,698	849,000	225,584	1,113,114	775,513	563,185
Labour force participation rate (%)	54.0	62.0	46.9	62.7	51.6	53.7	54.2
Employment-to-population ratio (%)	42.6	50.5	35.6	49.7	40.6	39.9	44.3
Time related underemployment rate (%)	31.2	28.8	34.1	17.1	35.9	44.4	23.6
LU1 - Unemployment rate (%)	21.1	18.5	24.1	20.8	21.2	25.6	18.2
LU2 - Combined rate of unemployment and time-related underemployment (%)	45.7	42.0	50.0	34.4	49.5	58.7	37.5
LU3 - Combined rate of unemployment and potential labour force (%)	40.3	33.1	47.4	34.8	41.9	49.9	33.0
LU4 - Composite measure of labour underutilization (%)	58.9	52.4	65.4	46.0	62.8	72.1	48.8
Youth unemployment rate (16-30 yrs) (%)	26.5	23.1	30.5	26.8	26.4	32.7	23.7
Median monthly earnings at main job	26,000	26,000	20,800	52,000	20,800	20,800	26,000

Table C. 2 Population by sex and age group, RLFS 2021

	Total	Male	Female
Population	12,786,879	6,175,414	6,611,466
0-4 yrs	1,566,258	792,063	774,195
5-9 yrs	1,604,372	809,890	794,482
10-14 yrs	1,578,009	791,290	786,719
15-19 yrs	1,554,016	756,159	797,857
20-24 yrs	1,142,140	569,743	572,397
25-29 yrs	969,600	463,990	505,610
30-34 yrs	863,593	425,461	438,132
35- 39 yrs	856,467	408,879	447,588
40-44 yrs	599,435	273,550	325,885
45-49 yrs	480,212	204,575	275,636
50-54 yrs	374,538	169,621	204,918
55-59 yrs	347,871	164,576	183,295
60-64 yrs	310,893	132,606	178,287
65-69 yrs	221,870	90,798	131,071
70-74 yrs	139,520	60,791	78,729
75+	178,084	61,420	116,664

Table C. 3 Households by household size, sex of head of household and urban/rural area, RLFS 2021

Household size	Total number households	Head of household		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
	3,018,250	2,181,728	836,522	644,015	2,374,235	1,315,450	1,702,592
1	300,341	167,018	133,323	103,922	196,419	76,443	223,897
2	342,449	162,623	179,826	79,845	262,604	122,597	219,851
3	536,840	355,716	181,124	105,867	430,973	230,440	306,400
4	571,008	425,336	145,672	107,517	463,491	265,295	305,713
5	480,255	383,730	96,526	91,284	388,971	227,328	252,721
6	363,596	308,091	55,505	68,991	294,605	175,333	188,263
7	218,345	191,640	26,705	43,578	174,767	110,853	107,492
8	123,005	110,615	12,390	24,975	98,031	64,447	58,558
9	50,264	47,166	3,098	8,990	41,274	26,440	23,824
10+	32,147	29,793	2,355	9,046	23,101	16,274	15,873

Table C. 4 Disabled persons by sex, age group, urban/rural area and type of disability, RLFS 2021

Type of disability	Total	Male	Female	Urban	Rural	5-15 yrs	16+ yrs
Total disabled persons	259,226	118,428	140,798	31,571	227,655	36,262	222,964
- Seeing	59,121	24,507	34,614	6,788	52,333	6,064	53,057
- Hearing	42,011	19,617	22,394	3,856	38,155	5,179	36,832
- Walking	113,316	48,360	64,956	16,619	96,697	12,737	100,579
- Remembering	58,211	28,813	29,398	5,054	53,157	11,222	46,989
- Washing, dressing	43,315	21,272	22,043	4,304	39,011	12,515	30,800
- Communicating	29,187	16,353	12,835	3,799	25,389	13,068	16,120

Table C. 5 Disabled working age persons by labour force status and type of disability, RLFS 2021

Type of disability	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Disabled working age persons (16+ yrs)	222,964	27,315	7,317	188,332	15.5	12.3	21.1
- Seeing	53,057	6,686	2,218	44,153	16.8	12.6	24.9
- Hearing	36,832	5,529	1,180	30,123	18.2	15.0	17.6
- Walking	100,579	10,195	4,108	86,276	14.2	10.1	28.7
- Remembering	58,211	4,023	340	42,626	9.3	8.6	7.8
- Washing, dressing	30,800	1,399	-	29,400	4.5	4.5	-
- Communicating	16,120	1,562	-	14,557	9.7	9.7	-
Note: Details may not add to totals because disabled persons may be reporting more than one type of disability.							

Table C. 6 Population 16 years old and over by education status and urban/rural area, RLFS 2021

Currently studying	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	7,718,871	3,633,984	4,084,887	1,670,930	6,047,941	2,991,184	4,727,687
Currently studying	976,835	495,340	481,495	268,199	708,635	94,807	882,027
Not Currently studying	6,742,037	3,138,644	3,603,392	1,402,731	5,339,305	2,896,377	3,845,659

Table C. 7 Population 16 years old and over by sex, level of educational attainment and urban/rural area, RLFS 2021

	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	7,718,145	3,633,667	4,084,478	1,670,363	6,047,782	2,991,026	4,727,119
None	3,576,879	1,612,868	1,964,011	397,515	3,179,364	1,666,507	1,910,372
Primary	2,446,642	1,174,143	1,272,499	467,380	1,979,262	1,028,205	1,418,437
Lower secondary	699,483	321,678	377,805	241,420	458,062	148,327	551,156
Upper secondary	669,042	341,669	327,373	323,466	345,577	124,531	544,512
University	326,099	183,310	142,789	240,582	85,517	23,455	302,644

Table C. 8 Population 16 years old and over with respective field of education by sex, urban/rural area, RLFS 2021

	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	7,718,871	3,633,984	4,084,887	1,670,930	6,047,941	2,991,184	4,727,687
General program	5,376,002	2,596,760	2,779,243	878,234	4,497,768	2,335,798	3,040,204
Education	126,065	62,007	64,058	47,265	78,800	25,769	100,296
Humanities and arts	117,735	67,010	50,725	32,863	84,872	27,796	89,939
Social sciences, business and law	303,861	126,406	177,455	202,543	101,318	31,886	271,975
Science	487,070	234,514	252,556	207,323	279,747	85,285	401,785
Engineering, manufacturing and construction	175,536	144,927	30,610	100,524	75,012	17,754	157,783
Agriculture	45,468	22,952	22,515	19,680	25,788	7,959	37,509
Health and welfare	68,298	31,223	37,074	46,439	21,859	3,968	64,330
Services	52,964	17,453	35,511	36,598	16,366	2,817	50,147
No Education	965,873	330,732	635,141	99,461	866,412	452,154	513,719

Table C. 9 Population 16 years old and over in trade/attended or training courses by sex, duration of training, and urban/rural area, RLFS 2021

	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Total	1,186,449	662,939	523,510	400,163	786,285	396,558	789,891
Less than One month	5,840	3,931	1,910	1,171	4,669	1,007	4,834
1-3 months	152,305	74,440	77,865	38,384	113,921	60,788	91,517
3-6 Months	294,215	133,561	160,654	94,190	200,026	110,014	184,202
One Year	318,488	179,105	139,383	105,278	213,209	103,214	215,274
Two Years	125,742	76,410	49,332	37,846	87,896	44,984	80,758
Three years or more	289,858	195,492	94,366	123,294	166,564	76,551	213,307

Table C. 10 Population 16 year old in/attended trade and technical training by sex, technical skills, and urban/rural area, RLFS 2021

Technical skills learned	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
	1,186,449	662,939	523,510	400,163	786,285	396,558	789,891
Masonry	241,097	231,334	9,763	66,666	174,431	93,755	147,342
Carpentry	83,652	80,882	2,771	13,059	70,594	37,299	46,354
Automotive technology.	20,249	19,491	758	9,474	10,775	2,348	17,901
Culinary arts	58,300	18,891	39,409	33,947	24,352	7,944	50,356
Domestic Electricity	32,916	28,213	4,703	16,415	16,501	7,256	25,660
Welding	33,020	31,865	1,155	12,413	20,606	7,325	25,695
Plumbing	8,253	7,058	1,194	3,400	4,853	1,637	6,615
Food processing	3,474	1,159	2,315	1,909	1,565	1,078	2,395
Animal health	1,022	179	842	271	750	0	1,022
Auto- Electricity	4,322	3,913	408	2,213	2,109	327	3,995
Automotive body repair	62,029	59,656	2,373	24,627	37,402	12,201	49,827
Computer maintenance	10,799	10,103	696	5,945	4,854	1,612	9,187
Crop production	1,254	649	605	574	680	214	1,040
Engine mechanics	14,266	13,119	1,147	6,014	8,251	1,681	12,584
Music	186	186	0	186	0	0	186
Painting and decoration	7,992	5,992	2,000	4,619	3,373	1,611	6,381
Multimedia	1,947	961	986	1,228	719	0	1,947
Networking	2,256	1,047	1,210	1,432	825	170	2,086
Tailoring	399,659	37,627	362,031	98,148	301,511	173,666	225,993
Industrial electricity	6,240	5,320	920	2,761	3,479	818	5,422
Civil engineering	5,252	5,133	119	3,693	1,559	0	5,252
Nursery growing	850	787	62	366	484	484	366
Milk processing	601	275	326	275	326	0	601
Livestock	518	518	0	87	431	0	518
Horticulture production	83	0	83	83	0	0	83
Food & Beverage services	6,966	3,657	3,309	2,242	4,724	2,056	4,910

Technical skills learned	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Front office	6,573	2,241	4,332	4,266	2,306	567	6,006
House keeping	389	167	222	389	0	0	389
Concrete masonry	77	0	77	0	77	0	77
Leather craft	6,466	5,207	1,259	2,463	4,003	2,132	4,334
Hairdressing	56,432	15,455	40,977	26,454	29,978	13,300	43,132
Biding and Jewelries	4,260	579	3,681	1,509	2,751	1,450	2,810
Software Development	3,379	2,467	912	2,753	626	204	3,175
NCDs and Palliative Care Community Health	415	238	178	415	0	0	415
Agriculture Mechanization	301	301	0	301	0	0	301
Agri-Business	1,392	1,236	156	333	1,059	0	1,392
Bee Keeping	354	197	157	157	197	0	354
Manicure and Pedicure	1,310	206	1,105	1,310	0	0	1,310
Beauty therapy	2,556	399	2,156	731	1,825	399	2,156
Screen printing	1,635	1,361	274	1,438	197	500	1,135
Sport and Medical Massage	472	472	0	472	0	0	472
Crochet embroidery	24,391	2,326	22,065	7,091	17,301	12,817	11,574
Pottery	5,004	3,134	1,870	403	4,602	1,596	3,408
Motor vehicle engine mechanics	15,899	15,081	818	6,597	9,302	4,011	11,888
Film making	3,289	2,947	343	3,000	289	66	3,223
Calligraphy	1,865	1,731	134	838	1,027	0	1,865
Typing(dactylography)	32,665	32,436	229	21,066	11,599	4,973	27,692
Driving	9,796	6,743	3,053	5,944	3,852	1,060	8,736
Other	327	0	327	186	141	0	327

Table C. 11 Population 16 years old and over who received trade and technical training by sex, place of the training, main sponsor, Outcome of the Training and urban/rural area, RLFS 2021

Place of Technical skills	Total	Sex		Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
What happened after completion of the training							
Nothing	228223	94264	133959	77475	150748	85517	142705
Starting own business	293570	204119	89451	118461	175109	87833	205737
I was able to get a job	41959	36129	5829	16443	25516	10284	31674
My salary increased	1263	1227	36	1217	46	46	1217
I was promoted at work	6709	4619	2090	3456	3253	1695	5014
My job skills have improved	11796	7569	4227	4150	7646	6210	5586
Got internship/traineeship with a company	50014	18743	31271	17897	32118	20505	29509
Other (specify)	760	160	600	160	600	600	160

Table C. 12 Population 16 years old and over by labour force status, sex, age group, and urban/rural area, RLFS 2021

	Total	Labour force status				Labour force participation rate	Employment -population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Total Population 16 yrs and over	7,718,871	4,166,626	3,287,697	878,929	3,552,246	54.0%	42.6%	21.1%
16-24 yrs	2,376,787	949,746	677,794	271,952	1,427,042	40.0%	28.5%	28.6%
25-34 yrs	1,833,193	1,339,187	1,035,989	303,198	494,006	73.1%	56.5%	22.6%
35-54 yrs	2,310,653	1,538,605	1,285,983	252,622	772,047	66.6%	55.7%	16.4%
55-64 yrs	658,764	270,760	228,544	42,216	388,004	41.1%	34.7%	15.6%
65+ yrs	539,474	68,328	59,386	8,942	471,146	12.7%	11.0%	13.1%
		-						
Male Pop. 16+ yrs	3,633,984	2,251,998	1,834,964	417,034	1,381,986	62.0%	50.5%	18.5%
		-						
16-24 yrs	1,177,717	505,906	369,763	136,143	671,811	43.0%	31.4%	26.9%
25-34 yrs	889,451	739,975	605,407	134,568	149,476	83.2%	68.1%	18.2%
35-54 yrs	1,056,625	819,098	702,283	116,815	237,528	77.5%	66.5%	14.3%
55-64 yrs	297,182	148,227	123,681	24,546	148,954	49.9%	41.6%	16.6%
65+ yrs	213,010	38,792	33,830	4,962	174,218	18.2%	15.9%	12.8%
		-						
Female Pop. 16+ yrs	4,084,887	1,914,627	1,452,732	461,895	2,170,260	46.9%	35.6%	24.1%
16-24 yrs	1,199,071	443,840	308,031	135,809	755,231	37.0%	25.7%	30.6%
25-34 yrs	943,742	599,212	430,582	168,630	344,530	63.5%	45.6%	28.1%
35-54 yrs	1,254,027	719,507	583,700	135,807	534,520	57.4%	46.5%	18.9%
55-64 yrs	361,582	122,532	104,863	17,669	239,050	33.9%	29.0%	14.4%
65+ yrs	326,465	29,536	25,556	3,980	296,929	9.0%	7.8%	13.5%

	Total	Labour force status				Labour force participation rate	Employment -population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Urban Pop. 16+ yrs	1,670,930	1,047,923	829,806	218,117	623,007	62.7%	49.7%	20.8%
16-24 yrs	514,275	216,056	153,128	62,928	298,219	42.0%	29.8%	29.1%
25-34 yrs	483,034	379,625	294,582	85,043	103,409	78.6%	61.0%	22.4%
35-54 yrs	495,863	391,133	329,520	61,613	104,730	78.9%	66.5%	15.8%
55-64 yrs	99,078	49,369	42,829	6,540	49,708	49.8%	43.2%	13.2%
65+ yrs	78,680	11,740	9,746	1,994	66,941	14.9%	12.4%	17.0%
Rural Pop. 16+ yrs	6,047,941	3,118,702	2,457,891	660,811	2,929,239	51.6%	40.6%	21.2%
16-24 yrs	1,862,512	733,690	524,666	209,024	1,128,822	39.4%	28.2%	28.5%
25-34 yrs	1,350,159	959,562	741,407	218,155	390,597	71.1%	54.9%	22.7%
35-54 yrs	1,814,790	1,147,472	956,463	191,009	667,318	63.2%	52.7%	16.6%
55-64 yrs	559,686	221,390	185,715	35,675	338,296	39.6%	33.2%	16.1%
65+ yrs	460,794	56,588	49,640	6,948	404,206	12.3%	10.8%	12.3%

Table C. 13 Population 16 years old and over by labour force status, sex, educational attainment, and urban/rural area, RLFS 2021

	Total	Labour force status				Labour force participation rate	Employment-to population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	7,718,145	4,166,240	3,287,311	878,929	3,551,905	54.0	42.6	21.1
None	3,576,879	1,915,126	1,549,006	366,120	1,661,752	53.5	43.3	19.1
Primary	2,446,642	1,265,776	995,224	270,552	1,180,866	51.7	40.7	21.4
Lower secondary	699,483	267,433	195,434	71,999	432,050	38.2	27.9	26.9
Upper secondary	669,042	436,563	315,572	120,991	232,479	65.3	47.2	27.7
University	326,099	281,342	232,075	49,267	44,757	86.3	71.2	17.5

Table C. 14 Population 16 years old and over by labour force status, sex, marital status, and urban/rural area, RLFS 2021

	Total	Labour force status				Labour force participation rate	Employment-population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Population 16 yrs and over	7,718,871	4,166,626	3,287,697	878,929	3,552,246	54.0	42.6	21.1
Married	2,763,398	1,620,578	1,345,145	275,433	1,142,820	58.6	48.7	17.0
Living together	1,226,385	853,455	674,793	178,662	372,930	69.6	55.0	20.9
Divorced/separated	234,102	153,857	130,098	23,759	80,244	65.7	55.6	15.4
Single	2,934,039	1,363,981	987,723	376,258	1,570,058	46.5	33.7	27.6
Widow/widower	560,948	174,755	149,938	24,817	386,193	31.2	26.7	14.2

Table C. 15 Employed population by sex, age group, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population 16+	3,287,697	1,834,964	1,452,732	829,806	2,457,891	1,193,524	2,094,172
16-19 yrs	216,153	110,960	105,193	36,912	179,240	69,795	146,358
20-24 yrs	461,641	258,803	202,838	116,215	345,426	126,520	335,121
25-29 yrs	518,651	300,448	218,204	145,844	372,807	147,745	370,906
30-34 yrs	517,338	304,960	212,378	148,738	368,600	174,366	342,972
35- 39 yrs	495,219	283,086	212,134	128,353	366,867	190,656	304,563
40-44 yrs	353,863	192,077	161,786	96,087	257,775	149,202	204,660
45-49 yrs	261,642	131,070	130,572	65,473	196,169	119,398	142,244
50-54 yrs	175,260	96,051	79,209	39,607	135,653	81,086	94,174
55-59 yrs	141,480	78,494	62,987	27,484	113,997	66,584	74,897
60-64 yrs	87,064	45,187	41,876	15,346	71,718	39,380	47,684
65-69 yrs	39,762	21,380	18,382	6,264	33,498	21,178	18,585
70-74 yrs	12,675	7,779	4,895	1,983	10,692	5,717	6,958
75+	6,949	4,670	2,279	1,499	5,450	1,898	5,051

Table C. 16 Employed population by sex, occupation group, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Occupation group (ISCO High level)	3,287,697	1,834,964	1,452,732	829,806	2,457,891	1,193,524	2,094,172
Managers	34,282	22,279	12,003	27,763	6,519	2,918	31,364
Professionals	205,376	119,154	86,222	99,929	105,448	29,591	175,785
Technicians and associate professionals	42,458	30,029	12,429	33,901	8,557	2,064	40,394
Clerical support workers	31,970	14,931	17,039	21,376	10,594	3,346	28,624
Service and sales workers	467,670	221,195	246,474	208,725	258,945	102,538	365,132
Skilled agricultural, forestry and fisher	144,833	79,954	64,879	19,460	125,373	11,663	133,170
Craft and related trades workers	253,321	190,654	62,667	91,139	162,182	72,379	180,942
Plant and machine operators and assemble	82,413	81,536	877	42,847	39,566	5,948	76,465
Elementary occupations	2,025,372	1,075,230	950,143	284,666	1,740,706	963,075	1,062,297

Table C. 17 Employed population by sex, current education attendance, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population	3,287,697	1,834,964	1,452,732	829,806	2,457,891	1,193,524	2,094,172
Currently studying	72,613	44,908	27,705	28,391	44,222	15,468	57,145
Not currently studying	3,215,084	1,790,057	1,425,027	801,415	2,413,669	1,178,056	2,037,028

Table C. 18 Employed population by sex, educational attainment, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population	3,287,311	1,834,647	1,452,664	829,579	2,457,732	1,193,365	2,093,946
None	1,549,006	845,825	703,182	206,213	1,342,793	700,670	848,336
Primary	995,224	562,818	432,406	225,368	769,856	386,658	608,566
Lower secondary	195,434	107,947	87,487	76,405	119,028	45,393	150,041
Upper secondary	315,572	181,884	133,688	150,843	164,730	46,552	269,021
University	232,075	136,173	95,901	170,750	61,324	14,093	217,981

Table C. 19 Employed population by sex, occupation group and level of educational attainment, RLFS 2021

Occupation group	Total	Educational attainment				
		None	Primary	Lower secondary	Upper secondary	University
Employed population	3,287,311	1,549,006	995,224	195,434	315,572	232,075
Managers	34,282	0	706	412	6,158	27,006
Professionals	205,376	4,923	12,126	6,734	77,205	104,388
Technicians and Associate Professionals	42,458	1,986	2,111	431	11,756	26,175
Clerical Support Workers	31,970	1,082	1,431	1,333	10,662	17,462
Service and Sales Workers	467,359	134,053	149,074	47,712	97,226	39,295
Skilled Agricultural, Forestry and Fishery Workers	144,833	53,255	62,940	12,226	12,741	3,672
Craft and Related Trades Workers	253,321	74,714	104,970	30,922	36,438	6,278
Plant and Machine Operators and Assemblers	82,339	16,095	37,230	11,443	13,972	3,598
Elementary Occupations	2,025,372	1,262,899	624,637	84,223	49,413	4,201
Employed population (Male)	1,834,647	845,825	562,818	107,947	181,884	136,173
Managers	22,279	0	599	377	4,276	17,027
Professionals	119,154	4,357	11,151	5,374	34,622	63,650

Occupation group	Total	Educational attainment				
		None	Primary	Lower secondary	Upper secondary	University
Technicians and Associate Professionals	30,029	1,986	1,777	431	8,328	17,507
Clerical Support Workers	14,931	793	893	878	4,063	8,305
Service and Sales Workers	220,953	64,622	69,116	21,622	50,178	15,414
Skilled Agricultural, Forestry and Fishery Workers	79,954	28,487	35,067	6,563	7,375	2,462
Craft and Related Trades Workers	190,654	58,514	78,106	18,833	29,989	5,212
Plant and Machine Operators and Assemblers	81,462	15,908	37,060	11,197	13,802	3,495
Elementary Occupations	1,075,230	671,158	329,049	42,672	29,251	3,099
Employed population (Female)	1,452,664	703,182	432,406	87,487	133,688	95,901
Managers	12,003	0	106	35	1,883	9,979
Professionals	86,222	567	975	1,359	42,583	40,738
Technicians and Associate Professionals	12,429	0	335	0	3,428	8,667
Clerical Support Workers	17,039	289	538	455	6,600	9,157
Service and Sales Workers	246,406	69,430	79,958	26,089	47,048	23,881
Skilled Agricultural, Forestry and Fishery Workers	64,879	24,768	27,873	5,663	5,366	1,209
Craft and Related Trades Workers	62,667	16,200	26,864	12,088	6,449	1,065
Plant and Machine Operators and Assemblers	877	187	170	246	170	103
Elementary Occupations	950,143	591,741	295,587	41,551	20,162	1,102

Table C. 20 Employed population by sex, branch of economic activity, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population	3,287,697	1,834,964	1,452,732	829,806	2,457,891	1,193,524	2,094,172
Agriculture, forestry and fishing	1,567,115	744,590	822,526	106,137	1,460,979	825,751	741,364
Mining and quarrying	29,928	26,103	3,825	1,611	28,317	7,995	21,933
Manufacturing	157,979	80,539	77,440	57,326	100,653	42,175	115,804
Electricity, gas, steam and air conditioning supply	7,040	5,801	1,239	3,689	3,351	502	6,538
Water supply, sewerage and waste management	5,692	2,853	2,838	1,719	3,973	693	4,999
Construction	365,234	314,171	51,063	99,175	266,059	115,408	249,826
Wholesale, retail trade, repair of motor vehicles, motorcycles	350,958	154,964	195,994	160,385	190,574	82,650	268,309
Transportation and storage	156,808	151,757	5,052	53,613	103,195	31,268	125,540
Accommodation and food service activities	54,396	31,423	22,973	29,679	24,717	9,559	44,837
Information and communication	12,026	8,783	3,243	9,271	2,754	936	11,090
Financial and insurance activities	34,407	20,260	14,147	19,645	14,762	3,239	31,168
Real estate activities	2,718	1,903	815	1,386	1,332	136	2,582
Professional, scientific and technical activities	17,569	14,429	3,140	10,846	6,722	1,603	15,966
Administrative and support service activities	52,713	33,472	19,242	21,871	30,842	13,408	39,306
Public administration and defense	67,489	53,865	13,624	36,975	30,513	3,308	64,181
Education	124,340	63,399	60,940	46,126	78,214	30,178	94,162

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Human health and social work activities	48,685	20,807	27,878	34,528	14,157	3,746	44,939
Arts, entertainment and recreation	6,179	5,268	912	5,297	883	581	5,598
Other service activities	89,366	46,543	42,822	40,616	48,750	15,909	73,456
Activities of households as employers	134,313	52,610	81,703	87,354	46,959	4,479	129,834
Activities of extraterritorial organizations and bodies	2,741	1,424	1,317	2,557	184	-	2,741

Table C. 21 Employed population by sex, branch of economic activity and level of educational attainment, RLFS 2021

	Total	None	Primary	Lower secondary	Upper secondary	University
Employed population	3,287,311	1,549,006	995,224	195,434	315,572	232,075
Agriculture, forestry and fishing	1,567,047	1,008,574	464,694	55,357	32,851	5,572
Mining and quarrying	29,928	18,248	8,748	1,574	365	993
Manufacturing	157,979	45,988	61,527	18,796	21,749	9,919
Electricity, gas, steam and air conditioning supply	7,040	2,199	367	78	675	3,721
Water supply, sewerage and waste management	5,692	1,215	1,041	826	1,119	1,491
Construction	365,234	161,268	131,859	27,656	34,450	10,001
Wholesale, retail trade, repair of motor vehicles, motorcycles	350,800	110,677	114,242	30,068	64,140	31,671
Transportation and storage	156,808	62,210	63,700	13,666	12,720	4,512
Accommodation and food service activities	54,312	14,737	11,455	6,901	14,404	6,815
Information and communication	11,951	357	961	843	1,970	7,820
Financial and insurance activities	34,407	3,907	3,793	2,743	9,419	14,545

	Total	None	Primary	Lower secondary	Upper secondary	University
Real estate activities	2,718	583	1,459	70	475	131
Professional, scientific and technical activities	17,569	492	1,185	815	5,580	9,497
Administrative and support service activities	52,713	18,298	15,602	4,412	10,557	3,845
Public administration and defense	67,489	5,927	10,238	5,884	13,343	32,096
Education	124,340	4,253	4,381	2,075	66,142	47,489
Human health and social work activities	48,685	953	3,114	1,591	9,272	33,754
Arts, entertainment and recreation	6,179	992	665	50	3,990	481
Other service activities	89,366	32,443	31,195	11,847	8,701	5,180
Activities of households as employers	134,313	55,685	64,998	9,936	3,650	43
Activities of extraterritorial organizations and bodies	2,741	0	0	246	0	2,495
Employed population (Male)	1,834,647	845,825	562,818	107,947	181,884	136,173
agriculture forestry and fishing	744,590	477,269	221,154	23,090	19,312	3,764
mining and quarrying	26,103	16,764	6,620	1,574	365	780
manufacturing	80,539	26,152	31,441	6,457	11,700	4,789
electricity gas steam and air conditioning supply	5,801	2,162	367	78	675	2,520
water supply, gas and remediation services	2,853	771	610	480	151	841
construction	314,171	137,461	114,701	22,689	30,217	9,103
whole sale and retail trade; repair of motor vehicles and motorcycles	154,805	48,111	50,966	13,223	31,296	11,209
transportation and storage	151,757	60,153	62,745	13,493	12,269	3,097
accommodation and food services activities	31,340	9,513	6,541	3,762	8,288	3,236
information and communication	8,708	357	961	378	1,490	5,522
financial and insurance activities	20,260	3,039	2,271	1,556	5,294	8,100
Real estate activities	1,903	428	1,102	70	226	78
professional, scientific and technical activities	14,429	134	887	756	4,667	7,983
administrative and support activities	33,472	10,008	11,045	3,519	6,458	2,442
public administration and defense; compulsory social security	53,865	5,250	10,063	5,480	10,326	22,747
education	63,399	2,936	2,489	1,350	26,629	29,995

	Total	None	Primary	Lower secondary	Upper secondary	University
human health and social work activities	20,807	474	2,243	617	2,391	15,081
arts, entertainment and recreation	5,268	871	517	50	3,443	386
other services	46,543	17,675	14,204	5,490	5,896	3,278
activities of households as employers	52,610	26,296	21,891	3,589	791	43
activities of extraterritorial organizations and bodies	1,424	0	0	246	0	1,178
Employed population (Female)	1,452,664	703,182	432,406	87,487	133,688	95,901
Agriculture, forestry and fishing	822,458	531,304	243,540	32,267	13,539	1,808
Mining and quarrying	3,825	1,483	2,128	0	0	213
Manufacturing	77,440	19,836	30,085	12,340	10,049	5,130
Electricity, gas, steam and air conditioning supply	1,239	38	0	0	0	1,202
Water supply, sewerage and waste management	2,838	444	431	346	968	649
Construction	51,063	23,806	17,158	4,967	4,234	898
Wholesale, retail trade, repair of motor vehicles, motorcycles	195,994	62,566	63,276	16,845	32,844	20,462
Transportation and storage	5,052	2,057	955	173	451	1,415
Accommodation and food service activities	22,973	5,224	4,914	3,139	6,116	3,580
Information and communication	3,243	0	0	465	480	2,298
Financial and insurance activities	14,147	868	1,522	1,188	4,125	6,445
Real estate activities	815	155	357	0	249	54
Professional, scientific and technical activities	3,140	357	297	59	912	1,514
Administrative and support service activities	19,242	8,290	4,557	893	4,098	1,403
Public administration and defense	13,624	677	176	404	3,018	9,349
Education	60,940	1,317	1,892	724	39,513	17,494
Human health and social work activities	27,878	479	871	974	6,881	18,673
Arts, entertainment and recreation	912	122	148	0	547	95
Other service activities	42,822	14,768	16,991	6,356	2,805	1,902
Activities of households as employers	81,703	29,389	43,108	6,347	2,858	0
Activities of extraterritorial organizations and bodies	1,317	0	0	0	0	1,317

Table C. 22 Employed population by sex, status in employment, and urban/rural area, RLFS 2021

	Total	Sex		Area of Residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Employed population	3,287,697	1,834,964	1,452,732	829,806	2,457,891	1,193,524	2,094,172
Employee, Paid apprentice/intern	2,434,750	1,373,655	1,061,095	553,277	1,881,473	980,170	1,454,581
Employer	31,605	20,276	11,329	17,808	13,797	3,724	27,881
Own-account worker	745,555	424,769	320,787	238,265	507,290	198,582	546,973
Member of cooperative	3,327	2,325	1,002	956	2,371	630	2,697
Contributing family worker	72,458	13,939	58,520	19,499	52,959	10,418	62,040

Table C. 23 Employed population by sex, hours usually worked per week at all jobs, and urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employed population	3,287,697	1,834,964	1,452,732	829,806	457,858	371,947	2,457,891	1,377,106	1,080,785
less than 24 hours	846,412	406,025	440,387	110,974	55,076	55,898	735,439	350,949	384,489
25-34 hours	468,536	233,876	234,661	59,801	26,543	33,257	408,735	207,332	201,403
35-40 hours	765,241	410,939	354,302	135,954	76,105	59,849	629,287	334,834	294,453
41-48 hours	624,176	390,032	234,144	239,199	134,293	104,905	384,977	255,739	129,238
49-61 hours	357,873	234,546	123,327	172,325	100,029	72,296	185,548	134,517	51,031
62-79 hours	185,373	127,066	58,307	91,131	50,925	40,206	94,242	76,141	18,101
80 hours+	40,085	32,481	7,605	20,423	14,887	5,536	19,663	17,594	2,069

Table C. 24 Employees by sex, duration of employment contract at main job and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Total employees/paid apprentices 16 +	2,434,405	1,373,655	1,060,750	553,277	1,881,128	980,170	1,454,235
Permanent (without a known limited duration)	466,977	273,731	193,247	234,533	232,444	74,691	392,286
Temporary contract	1,967,427	1,099,924	867,503	318,744	1,648,683	905,478	1,061,949
- Day	1,698,970	940,122	758,848	197,624	1,501,346	863,029	835,941
- Week	29,077	18,784	10,294	5,119	23,958	11,820	17,257
- Month	147,299	88,223	59,076	64,570	82,729	19,871	127,428
- Less than one year	33,869	19,312	14,557	17,961	15,908	5,025	28,844
- One year or more	58,212	33,484	24,729	33,469	24,743	5,734	52,478

Table C. 25 Employed population by sex, formal/informal sector employment, status in employment at main job and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Employed population 16+ in formal and informal sector	3156977	1784631	1372344	743189	2413788	1189857	1967119
Formal sector	429,127	264,942	164,184	236,429	192,698	55,922	373,205
Employee	399,970	245,399	154,571	213,330	186,641	53,774	346,196
Employer (with regular employees)	8,737	6,603	2,134	8,371	366	605	8,132
Own-account worker(without regular employment	16,218	10,613	5,605	11,732	4,487	1,183	15,036
Member of cooperative	874	835	40	205	669	360	514
Contributing family worker	3,327	1,492	1,835	2,791	536	0	3,327
Informal sector	2,727,850	1,519,689	1,208,160	506,760	2,221,090	1,133,935	1,593,914
- Employee	1,904,242	1,077,923	826,320	253,513	1,650,730	922,728	981,514
- Employer	22,868	13,673	9,195	9,438	13,431	3,119	19,750
- Own-account worker	729,154	414,155	314,999	226,351	502,803	197,400	531,755
- Member of cooperative	2,453	1,490	962	751	1,702	270	2,183
- Contributing family worker	69,132	12,447	56,685	16,708	52,424	10,418	58,713
Formal sector out of agriculture	416,614	256,148	160,466	234,448	182,166	52,280	364,334
Employee	388,312	237,123	151,189	211,578	176,735	50,371	337,942
Employer (with regular employees)	8,707	6,573	2,134	8,340	366	605	8,102
account worker(without regular employment	15,703	10,395	5,308	11,533	4,170	944	14,759

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Member of cooperative	565	565	0	205	360	360	205
Contributing family worker	3,327	1,492	1,835	2,791	536	0	3,327
Informal sector out of agriculture	1,173,247	783,894	389,353	402,604	770,643	311,826	861,421
- Employee	557,303	450,839	106,464	170,109	387,194	147,356	409,947
- Employer	15,307	9,006	6,301	7,826	7,481	2,163	13,143
- Own-account worker	573,228	318,768	254,460	213,023	360,205	154,803	418,425
- Member of cooperative	1,120	998	122	425	695	0	1,120
- Contributing family worker	26,290	4,282	22,007	11,221	15,069	7,504	18,785

Table C. 26 Formal and informal employment by sex, branch of economic activity, RLFS 2021

Economic activity	Total			Male		Female	
	Total	Formal employment	Informal employment	Formal employment	Informal employment	Formal employment	Informal employment
Total	3,287,697	312,978	2,974,719	194,069	1,640,895	118,909	1,333,824
Agriculture, forestry and fishing	1,567,115	1,305	1,565,810	1,008	743,582	297	822,229
Mining and quarrying	29,928	1,556	28,372	1,342	24,761	213	3,611
Manufacturing	157,979	13,721	144,258	7,936	72,603	5,786	71,654
Electricity, gas, steam and air conditioning supply	7,040	4,184	2,856	3,442	2,359	742	497
Water supply, sewerage and waste management	5,692	2,195	3,497	811	2,042	1,384	1,455
Construction	365,234	5,688	359,546	4,920	309,251	768	50,295

Economic activity	Total			Male		Female	
	Total	Formal employment	Informal employment	Formal employment	Informal employment	Formal employment	Informal employment
Wholesale, retail trade, repair of motor vehicles, motorcycles	350,958	17,769	333,190	11,347	143,618	6,422	189,572
Transportation and storage	156,808	7,818	148,990	6,810	144,947	1,008	4,044
Accommodation and food service activities	54,396	6,593	47,803	4,782	26,642	1,811	21,162
Information and communication	12,026	5,368	6,658	3,298	5,485	2,070	1,173
Financial and insurance activities	34,407	14,648	19,760	8,674	11,586	5,974	8,174
Real estate activities	2,718	34	2,683	34	1,868	0	815
Professional, scientific and technical activities	17,569	4,797	12,772	3,738	10,691	1,059	2,081
Administrative and support service activities	52,713	11,158	41,555	8,536	24,936	2,622	16,620
Public administration and defense	67,489	62,391	5,098	50,404	3,461	11,987	1,636
Education	124,340	102,759	21,581	52,644	10,755	50,115	10,826
Human health and social work activities	48,685	39,766	8,919	16,185	4,622	23,581	4,297
Arts, entertainment and recreation	6,179	2,437	3,742	1,915	3,353	522	389
Other service activities	89,366	6,530	82,836	4,972	41,571	1,557	41,265
Activities of households as employers	134,313	202	134,111	104	52,506	98	81,605
Activities of extraterritorial organizations and bodies	2,741	2,059	682	1,166	258	893	424

Table C. 27 Formal and informal Sector by sex, branch of economic activity, RLFS 2021

	Total			Male		Female	
	Formal/Informal sector employment			Formal/Informal sector employment		Formal/Informal sector employment	
	Total	Informal sector	Formal sector	Informal sector	Formal sector	Informal sector	Formal sector
Total	3,156,976	2,727,850	429,127	1,519,689	264,942	1,208,160	164,184
Agriculture, forestry and fishing	1,567,115	1,554,603	12,513	735,795	8,794	818,807	3,719
Mining and quarrying	29,928	23,375	6,552	20,034	6,069	3,341	483
Manufacturing	157,979	125,242	32,737	61,628	18,911	63,614	13,826
Electricity, gas, steam and air conditioning supply	7,040	2,067	4,973	2,030	3,771	38	1,202
Water supply, sewerage and waste management	5,692	2,177	3,515	1,337	1,517	840	1,998
Construction	365,234	345,269	19,965	300,539	13,632	44,730	6,333
Wholesale, retail trade, repair of motor vehicles, motorcycles	350,958	319,480	31,478	136,086	18,878	183,394	12,600
Transportation and storage	156,808	145,693	11,115	142,425	9,331	3,268	1,784
Accommodation and food service activities	54,396	41,336	13,060	22,463	8,961	18,874	4,099
Information and communication	12,026	5,054	6,972	4,252	4,530	802	2,441
Financial and insurance activities	34,407	18,166	16,242	10,464	9,796	7,702	6,445
Real estate activities	2,718	2,630	88	1,868	34	761	54
Professional, scientific and technical activities	17,569	11,418	6,151	9,788	4,640	1,629	1,511
Administrative and support service activities	52,713	34,262	18,452	20,671	12,801	13,591	5,651
Public administration and defense	67,489	204	67,285	120	53,745	84	13,540
Education	124,340	8,013	116,327	4,112	59,287	3,901	57,039
Human health and social work activities	48,685	2,907	45,778	1,308	19,499	1,599	26,279
Arts, entertainment and recreation	6,179	2,535	3,645	2,220	3,048	315	597
Other service activities	89,366	79,444	9,922	40,012	6,532	39,432	3,390
Activities of households as employers	3,593	3,593	0	2,277	0	1,315	0
Activities of extraterritorial organizations and bodies	2,741	382	2,359	258	1,166	124	1,193

Table C. 28 Average number of hours usually worked per week at main job by sex, branch of economic activity, urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employed population	36.0	38.2	33.3	44.4	45.5	43.0	33.2	35.7	29.9
Agriculture, forestry and fishing	28.8	30.3	27.3	29.2	31.7	27.3	28.7	30.2	27.4
Mining and quarrying	39.1	40.1	32.3	48.8	49.9	43.8	38.6	39.6	31.4
Manufacturing	38.8	41.2	36.4	42.0	42.9	41.0	37.1	40.2	33.8
Electricity, gas, steam and air conditioning supply	43.3	42.9	45.4	45.0	45.1	45.0	41.4	41.2	60.0
Water supply, sewerage and waste management	47.1	44.0	50.2	46.2	42.8	48.1	47.5	44.4	51.4
Construction	37.1	37.8	32.3	39.0	39.1	38.3	36.3	37.4	29.8
Wholesale, retail trade, repair of motor vehicles, motorcycles	41.8	44.8	39.4	47.7	50.4	45.8	36.8	40.3	33.8
Transportation and storage	43.8	44.2	31.9	49.0	49.8	36.1	41.1	41.4	25.7
Accommodation and food service activities	48.0	49.0	46.6	50.1	51.4	48.5	45.4	46.2	44.3
Information and communication	43.2	45.0	38.3	44.7	46.3	40.1	38.1	40.2	34.2
Financial and insurance activities	48.2	48.9	47.1	49.0	49.7	48.0	47.0	47.8	46.1
Real estate activities	33.5	39.8	18.7	42.6	43.9	38.3	23.9	34.4	7.2
Professional, scientific and technical activities	39.3	39.0	40.3	44.0	44.0	43.8	31.7	31.1	34.4
Administrative and support service activities	49.0	57.7	34.0	53.0	58.4	41.0	46.3	57.1	30.2
Public administration and defense	52.2	53.9	45.2	50.4	51.8	46.7	54.3	56.0	40.6
Education	44.3	45.3	43.2	44.5	45.2	44.0	44.1	45.3	42.6
Human health and social work activities	45.4	46.1	45.0	45.9	47.0	45.0	44.3	43.5	44.8
Arts, entertainment and recreation	34.5	35.1	30.7	34.8	35.6	30.7	32.6	32.6	0.0
Other service activities	35.7	39.2	31.9	37.4	43.1	33.3	34.3	36.9	30.3
Activities of households as employers	55.3	54.9	55.6	57.0	55.5	57.6	52.3	54.1	50.2
Activities of extraterritorial organizations and bodies	42.5	44.6	40.3	41.9	43.5	40.3	51.8	51.8	0.0

Table C. 29 Average monthly cash income from employment of employees at main job by sex, age group, level of educational attainment, occupation group and urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ yrs)	54,073	63,642	41,718	122,714	140,442	99,019	34,044	40,795	25,416
age group									
16-24 yrs	28,455	32,344	23,850	36,494	44,697	29,723	26,013	29,365	21,581
25-34 yrs	59,076	66,786	48,004	116,283	123,927	104,533	39,695	46,702	29,859
35-54 yrs	67,343	81,672	49,174	180,296	198,087	151,916	36,205	45,394	25,254
55-64 yrs	45,373	51,192	38,405	154,165	166,520	137,401	26,171	29,471	22,303
65+yrs	29,025	36,411	20,455	67,564	92,423	36,577	22,502	26,561	17,847
Education level									
None	25,902	30,228	20,753	36,681	46,371	25,548	24,497	28,162	20,115
Primary	34,781	43,745	22,783	50,294	68,021	26,870	30,786	37,536	21,721
Lower secondary	54,622	69,113	32,059	79,575	102,654	40,162	39,528	47,635	27,582
Upper secondary	84,076	93,448	70,184	104,726	113,857	89,462	68,401	76,604	57,281
University	285,114	305,351	254,965	320,998	352,438	281,274	190,495	206,941	151,330
Occupation group									
Managers	448,428	488,099	374,274	518,077	581,840	415,579	182,603	207,119	93,097
Professionals	176,349	191,406	156,559	245,519	268,750	219,424	113,963	130,202	89,300
Technicians and associate professions	254,314	253,124	256,308	276,575	267,596	293,189	170,347	187,390	150,409
Clerical support workers	153,752	146,140	159,814	175,971	154,642	192,586	106,075	128,591	87,266
Service and sales workers	72,014	73,386	68,750	92,706	99,213	80,726	48,766	48,871	48,424
Skilled agricultural, forestry and fishery workers	37,394	39,562	26,616	55,283	67,823	31,078	34,660	36,251	24,965
Craft and related trades workers	97,123	97,676	84,938	122,996	124,908	95,899	83,774	84,121	73,213
Plant and machine operators, and assemblers	128,995	129,075	124,164	148,428	148,237	157,425	99,674	100,496	13,000
Elementary occupations	25,087	28,606	21,315	32,414	40,099	25,620	23,898	26,940	20,535

Table C. 30 Median monthly cash income from employment of employees at main job by sex, age group, level of educational attainment, occupation group and urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ yrs)	26,000	26,000	20,800	52,000	66,667	31,200	20,800	26,000	20,800
age group									
16-24 yrs	20,800	26,000	18,200	20,000	30,000	18,200	20,800	25,000	18,200
25-34 yrs	26,000	30,000	20,800	60,000	65,000	40,000	22,100	26,000	20,800
35-54 yrs	26,000	30,000	20,800	100,000	120,000	68,000	20,800	26,000	20,800
55-64 yrs	20,800	26,000	20,800	78,000	130,000	39,000	20,800	20,800	18,200
65+ yrs	20,800	20,800	18,200	26,000	52,000	20,800	18,200	18,200	18,200
Education level									
None	20,800	20,800	18,200	26,000	31,200	25,000	20,800	20,800	18,200
Primary	26,000	26,000	20,800	30,000	45,000	20,800	21,000	26,000	20,800
Lower secondary	30,000	40,000	20,800	52,000	66,667	25,000	26,000	33,800	20,800
Upper secondary	60,000	65,000	52,000	66,667	78,000	66,667	52,000	54,000	50,000
University	200,000	200,000	200,000	200,000	200,000	200,000	140,000	137,000	150,000
Occupation group									
Managers	200,000	200,000	200,000	200,000	200,000	200,000	120,000	180,000	100,000
Professionals	120,000	125,000	93,000	200,000	200,000	190,000	66,667	66,667	55,000
Technicians and associate professions	200,000	200,000	200,000	200,000	200,000	200,000	150,000	150,000	180,000
Clerical support workers	140,000	130,000	150,000	170,000	150,000	200,000	96,000	118,000	78,000
Service and sales workers	45,000	40,000	52,000	60,000	55,000	60,000	30,000	30,000	39,000
Skilled agricultural, forestry and fishery workers	25,000	35,000	15,167	50,000	82,000	39,000	25,000	25,000	15,167
Craft and related trades workers	78,000	78,000	66,667	104,000	104,000	78,000	78,000	78,000	52,000
Plant and machine operators, and assemblers	100,000	100,000	150,000	130,000	130,000	200,000	80,000	85,000	13,000
Elementary occupations	20,800	24,000	20,000	26,000	31,200	20,800	20,800	20,800	18,200

Table C. 31 Size distribution of monthly cash income from employment of employees at main job by sex and urban/rural area, RLFS 2021

	Total	Rwanda			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,434,750	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Less than 20,000 RWF	803,757	33.0	26.0	42.1	13.6	8.5	20.4	38.7	31.3	48.2
20,000 – 29,999 RWF	765,224	31.4	27.9	36.0	17.9	12.6	25.0	35.4	32.5	39.1
30,000 – 49,999 RWF	277,985	11.4	14.2	7.9	13.8	13.9	13.8	10.7	14.3	6.2
50,000 – 99,999 RWF	290,065	11.9	16.3	6.2	19.2	23.7	13.1	9.8	14.1	4.2
100,000 RWF and above	282,620	11.6	14.8	7.4	34.3	39.9	26.8	4.9	7.3	1.9
Not stated	15,099	0.6	0.7	0.5	1.2	1.5	0.8	0.4	0.5	0.4

Table C. 32 Median/Mean cash income from employment of employees at main job by Quintiles, sex and urban/rural area, RLFS 2021

Median	Total	Rwanda			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,419,651	26,000	26,000	20,800	52,000	66,667	31,200	20,800	26,000	20,800
Quintile1	799,357	15,600	15,600	15,600	13,333	13,333	14,000	15,600	15,600	15,600
Quintile2	438,846	20,800	20,800	20,800	20,800	20,800	20,800	20,800	20,800	20,800
Quintile3	411,495	26,000	26,000	26,000	26,000	26,000	26,000	26,000	26,000	26,000
Quintile4	425,602	50,000	52,000	45,000	52,000	52,000	50,000	50,000	50,000	45,000
Quintile5	344,350	156,000	150,000	200,000	200,000	200,000	200,000	130,000	130,000	141,000
Mean	Total	Rwanda			Urban			Rural		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,419,651	54,073	63,642	41,718	122,714	140,442	99,019	34,044	40,795	25,416
Quintile1	799,357	14,939	14,732	15,104	13,170	13,046	13,239	15,120	14,869	15,328
Quintile2	438,846	22,073	22,258	21,902	22,024	22,284	21,854	22,081	22,254	21,911
Quintile3	411,495	26,984	27,209	26,698	27,910	28,114	27,740	26,829	27,089	26,474
Quintile4	425,602	50,557	51,093	48,998	51,904	52,884	49,976	49,934	50,390	48,299
Quintile5	344,350	222,414	217,002	236,906	261,008	259,690	263,717	158,467	158,949	156,273

Table C. 33 Youth and Young Population by sex, and residential area, RLFS 2021

	Age Group	Sex			Area of residence		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Total	Male	Female	Urban	Rural		
Young Population 16-30yrs		3,519,181	1,732,397	1,786,784	812,930	2,706,251	948,865	2,570,316
Employed	16-24 yrs	677,794	369,763	308,031	153,128	524,666	196,315	481,479
	16-30 yrs	1,300,940	734,521	566,419	323,257	977,682	377,026	923,914
Unemployed	16-24 yrs	271,952	136,143	135,809	62,928	209,024	105,351	166,601
	16-30 yrs	469,109	220,186	248,923	118,302	350,806	182,909	286,200
Outside Labour Force	16-24 yrs	1,427,042	671,811	755,231	298,219	1,128,822	254,359	1,172,683
	16-30 yrs	1,749,132	777,691	971,442	371,370	1,377,762	388,931	1,360,202

Table C. 34 Young population 16–30 years old by sex, level of educational attainment, labour force status and urban/rural area, RLFS 2021

	Total	Labour force status				Labour force participation rate	Employment-to population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Young population 16-30 yrs	3518976	1770049	1300940	469109	1748928	50.3	37.0	26.5
None	1129243	658881	512330	146551	470362	58.3	45.4	22.2
Primary	1297171	604169	449724	154445	693002	46.6	34.7	25.6
Lower secondary	548172	166451	115942	50509	381721	30.4	21.2	30.3
Upper secondary	446001	262317	172380	89937	183684	58.8	38.7	34.3
University	98387	78229	50563	27666	20158	79.5	51.4	35.4
Young population 16-30 yrs (Male)	1732397	954707	734521	220186	777691	55.1	42.4	23.1
None	618521	391572	314574	76998	226949	63.3	50.9	19.7
Primary	604562	308171	238959	69212	296391	51.0	39.5	22.5
Lower secondary	240758	79215	58968	20247	161543	32.9	24.5	25.6
Upper secondary	217231	132985	94409	38576	84246	61.2	43.5	29.0
University	51326	42765	27611	15154	8562	83.3	53.8	35.4
Young population 16-30 yrs (Female)	1786579	815342	566419	248923	971237	45.6	31.7	30.5
None	510723	267310	197756	69554	243413	52.3	38.7	26.0
Primary	692610	295999	210766	85233	396611	42.7	30.4	28.8

	Total	Labour force status				Labour force participation rate	Employment-to population ratio	Unemployment rate
		Labour force	Employed	Unemployed	Outside labour force			
Lower secondary	307414	87235	56973	30262	220179	28.4	18.5	34.7
Upper secondary	228771	129332	77971	51361	99438	56.5	34.1	39.7
University	47061	35464	22952	12512	11597	75.4	48.8	35.3
Urban								
Young population 16-30 yrs (Urban)	812725	441559	323257	118302	371166	54.3	39.8	26.8
None	141142	95264	78015	17249	45879	67.5	55.3	18.1
Primary	232650	121147	94361	26786	111503	52.1	40.6	22.1
Lower secondary	174514	57671	39750	17921	116843	33.0	22.8	31.1
Upper secondary	197775	114366	76689	37677	83409	57.8	38.8	32.9
University	66644	53112	34442	18670	13532	79.7	51.7	35.2
Rural								
Young population 16-30 yrs (Rural)	2706251	1328488	977682	350806	1377762	49.1	36.1	26.4
None	988101	563618	434315	129303	424483	57.0	44.0	22.9
Primary	1064521	483022	355363	127659	581499	45.4	33.4	26.4
Lower secondary	373658	108780	76192	32588	264879	29.1	20.4	30.0
Upper secondary	248227	147951	95691	52260	100275	59.6	38.5	35.3
University	31744	25118	16121	8997	6626	79.1	50.8	35.8

Table C. 35 Youth Unemployed by sex, duration of seeking employment, and urban/rural area, RLFS 2021

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Youth Unemployed (16-24 yrs) who searched for job	259,002	130,526	128,476	25,082	34,947	105,444	93,529
0 – less than 3 months	113,972	62,168	51,804	8,202	9,624	53,966	42,180
3 – less than 6 months	68,595	33,540	35,056	5,151	10,841	28,388	24,214
6 – less than 12 months	31,242	14,819	16,422	4,322	5,996	10,497	10,427
1 – less than 2 years	24,544	11,092	13,452	3,127	4,317	7,964	9,135
2 years or more	20,649	8,907	11,742	4,279	4,169	4,628	7,573

Table C. 36 Young Unemployed by sex, duration of seeking employment, and urban/rural area, RLFS 2021

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Young Unemployed (16-30 yrs)	444,409	209,343	235,066	47,544	64,006	161,799	171,061
0 – less than 3 months	186,927	94,112	92,815	14,873	15,441	79,240	77,374
3 – less than 6 months	115,724	55,457	60,267	11,190	17,826	44,267	42,441
6 – less than 12 months	50,871	22,089	28,782	7,441	11,395	14,648	17,388
1 – less than 2 years	48,731	21,812	26,919	6,687	9,599	15,124	17,320
2 years or more	42,156	15,873	26,283	7,353	9,745	8,520	16,538

Table C. 37 Youth not in employment and not currently in education or training by sex, age group, and urban/rural area, RLFS 2021

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Young not in employment nor in education (16-30 yrs)	1,251,904	518,631	733,274	90,716	145,653	427,915	587,621
16-19 yrs	339,489	174,118	165,371	16,673	22,711	157,445	142,659
20-24 yrs	440,920	180,998	259,922	35,541	54,322	145,457	205,600
25-30 yrs	471,496	163,515	307,981	38,501	68,620	125,013	239,361
None	478,692	229,176	249,516	19,495	31,740	209,681	217,776
Primary	447,600	170,428	277,172	20,413	40,550	150,015	236,622
Lower secondary	117,016	33,571	83,445	9,504	24,014	24,067	59,431
Upper secondary	173,204	69,011	104,193	29,343	37,116	39,668	67,078
University	35,187	16,445	18,743	11,960	12,028	4,484	6,715

Table C. 38 Unemployed population by sex, broad age group and urban/rural area, RLFS 2021

	Total	Sex		Residence area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	878,929	417,034	461,895	218,117	660,811	411,724	467,205
16-24 yrs	271,952	136,143	135,809	62,928	209,024	105,351	166,601
25-34 yrs	303,198	134,568	168,630	85,043	218,155	129,222	173,976
35-54 yrs	252,622	116,815	135,807	61,613	191,009	143,446	109,176
55-64 yrs	42,216	24,546	17,669	6,540	35,675	27,139	15,077
65+ yrs	8,942	4,962	3,980	1,994	6,948	6,567	2,375

Table C. 39 Unemployed population by sex, level of educational and urban/rural area, RLFS 2021

	Total	sex		Residence area		Participated in subsistence agriculture	Not participated in subsistence agriculture
		Male	Female	Urban	Rural		
Unemployed population 16+	878,929	417,034	461,895	218,117	660,811	411,724	467,205
None	366,120	173,075	193,045	43,468	322,652	197,639	168,481
Primary	270,552	130,145	140,407	51,687	218,864	144,747	125,805
Lower secondary	71,999	30,848	41,151	30,233	41,766	29,773	42,226
Upper secondary	120,991	56,279	64,712	57,212	63,780	33,001	87,990
University	49,267	26,687	22,580	35,518	13,749	6,563	42,704

Table C. 40 Unemployed population (who looked for a job) by sex, method of seeking employment, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Unemployed population who looked for a job	816,469	389,320	427,148	199,985	616,484	382,911	433,558
Arranging for financial resources, applying for permits, licenses	139,726	59,349	80,377	44,694	95,032	64,617	75,109
Looking for land, premises, machinery, supplies, farming inputs	6,812	2,689	4,122	2,017	4,795	3,948	2,863
Seeking the assistance of friends, relatives or other types of intermediaries	201,413	104,249	97,164	65,030	136,383	88,110	113,302
Registering with or contacting public or private employment services	23,498	11,905	11,593	11,287	12,210	7,082	16,416
Applying to employers directly, checking at worksites, farms, factory gates, markets	411,711	197,134	214,578	61,344	350,367	210,696	201,015
Placing or answering newspaper or online job advertisements	23,830	9,901	13,929	11,376	12,453	5,369	18,460
Placing and updating resumes on professional or social networking sites online	9,479	4,094	5,386	4,236	5,243	3,087	6,392
Other method							
Note: Details may not add to totals because unemployed persons may be using more than one method of seeking employment during the reference period on job search.							

Table C. 41 Unemployed population (who looked for a job) by sex, duration of seeking employment, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Unemployed population 16+	825,511	393,671	431,840	204,239	621,272	385,478	440,033
Less than 3 months	397,675	200,726	196,949	60,986	336,689	204,611	193,064
Less than 6 months	186,606	89,221	97,385	47,689	138,917	84,884	101,722
Less than 12 months	89,773	41,613	48,160	34,099	55,674	39,240	50,533
1 year to less than 2 years	82,025	35,875	46,151	31,344	50,681	33,765	48,261
2 years and above	69,431	26,237	43,195	30,121	39,311	22,979	46,452

Table C. 42 Time related under employment by age group sex and area of residence, RLFS 2021

Age group	Total	Sex		Residence area	
		Male	Female	Urban	Rural
Total	1,024,399	528,911	495,489	142,128	882,272
16-24 yrs	221,525	118,719	102,806	26,578	194,947
25-34 yrs	328,505	177,352	151,152	56,514	271,991
35-54 yrs	390,228	187,638	202,590	51,123	339,105
55-64 yrs	73,372	38,500	34,872	6,076	67,296
65+ yrs	10,769	6,701	4,068	1,836	8,933

Table C. 43 Time-related underemployed persons by sex, main branch of economic activity and urban-rural areas, RLFS 2021

ISIC High level	Total	Sex		Residence area	
		Male	Female	Urban	Rural
Total	1,024,399	528,911	495,489	142,128	882,272
Agriculture forestry and fishing	664,936	304,351	360,585	45,412	619,524
Mining and quarrying	7,321	6,343	978	-	7,321
Manufacturing	42,300	16,747	25,553	12,617	29,683
Electricity gas steam and air conditioning supply	475	475	-	-	475
Water supply, gas and remediation services	585	275	310	-	585
Construction	117,925	98,592	19,332	27,604	90,321
Whole sale and retail trade; repair of motor vehicles and motorcycles	84,303	33,197	51,105	21,566	62,736
Transportation and storage	35,727	33,821	1,906	7,383	28,343
Accommodation and food services activities	8,528	5,148	3,381	3,533	4,995
Information and communication	1,651	1,002	649	679	972
Financial and insurance activities	2,107	1,246	861	267	1,840
Real estate activities	864	236	628	199	665
Professional, scientific and technical activities	4,754	3,715	1,039	1,082	3,672
Administrative and support activities	7,736	1,969	5,767	1,928	5,808
Public administration and defense; compulsory social security	804	431	373	-	804
Education	3,845	1,616	2,228	1,351	2,494
Human health and social work activities	2,170	968	1,202	600	1,570
Arts, entertainment and recreation	2,266	1,963	303	2,003	263
Other services	32,232	14,767	17,465	14,447	17,786
Activities of households as employers	3,872	2,047	1,825	1,457	2,415
Activities of extraterritorial organizations and bodies	-	-	-	-	-

Table C. 44 Population outside the labour force by sex, degree of labour market attachment, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population outside the labour force (16+)	3,552,246	1,381,986	2,170,260	623,007	2,929,239	1,385,936	2,166,309
Seeking but not available	10,994	3,625	7,369	1,737	9,256	4,850	6,144
Not seeking but available	1,327,705	486,074	841,631	223,847	1,103,858	770,664	557,041
Neither seeking nor available but want employment	132,147	44,504	87,643	23,343	108,804	39,586	92,561
Neither seeking nor available who do not want employment	2,081,400	847,784	1,233,616	374,080	1,707,320	570,837	1,510,563

Table C. 45 Population outside the labour force by sex, main source of livelihood, and urban/rural area, RLFS 2021

	Total	Male	Female	Urban	Rural	Participated in subsistence agriculture	Not participated in subsistence agriculture
Population outside the labour force (16+)	3,552,246	1,381,986	2,170,260	623,007	2,929,239	1,385,936	2,166,309
Parents	1,233,811	613,393	620,417	264,992	968,819	187,272	1,046,539
Husband/wife	447,633	62,287	385,346	101,507	346,126	172,380	275,253
Child	116,278	24,690	91,588	22,287	93,991	19,530	96,748
Other family members	265,431	107,398	158,032	85,424	180,007	41,456	223,975
Pension	14,538	9,024	5,513	8,517	6,020	2,974	11,564
Own production	1,195,503	453,191	742,312	72,308	1,123,195	903,048	292,454
Assistance received [VUP]	81,202	19,523	61,679	8,159	73,043	19,696	61,506
Assistance received [FARG]	4,238	1,587	2,651	1,001	3,236	1,658	2,580
Assistance received [Church, Other NGO]	6,626	2,445	4,182	1,404	5,222	1,244	5,382
Assistance from friends	75,781	24,133	51,647	14,511	61,270	11,299	64,482
Revenue from own property/savings	38,825	17,734	21,091	18,197	20,629	12,629	26,196
Past work	59,748	38,180	21,568	19,696	40,052	12,422	47,327

Scholarship	8,102	5,738	2,364	2,270	5,832	258	7,844
Other	4,531	2,661	1,870	2,735	1,796	72	4,459

Table C. 46 Working age population, by reported situation status

	Rwanda			Urban		Rural	
	Total	Male	Female	Male	Female	Male	Female
Total	7,718,629	3,633,839	4,084,790	802,155	868,533	2,831,683	3,216,257
Working for pay or profit	1,900,939	1,122,154	778,785	330,966	255,255	791,188	523,530
Unemployed	2,529,997	1,227,274	1,302,722	262,359	321,951	964,916	980,772
Studying, in training	1,033,921	534,298	499,623	139,091	129,261	395,208	370,362
Household, family responsibilities	609,976	115,256	494,720	13,015	64,871	102,240	429,849
Farming or fishing mainly for household or family consumption	821,303	321,431	499,872	15,837	28,980	305,593	470,892
Long-term illness, injury or disability	368,738	152,658	216,079	17,088	22,912	135,570	193,168
Retired, pensioner, too old to work	449,906	158,685	291,221	22,962	45,014	135,723	246,208
Participated in National service activities(Urugerero)	1,118	99	1,019	99	38	-	982
Other(Specify)	2,731	1,984	747	739	253	1,245	495

Table C. 47 Average time spent in own-use production work by sex, type of own-use production and urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total own-use production	6,108,243	2,508,025	3,600,218	1,133,927	443,231	690,696	4,974,316	2,064,794	2,909,521
Collecting firewood for the household including travel time	4.7	4.4	4.9	4.1	3.9	4.2	4.8	4.5	4.9
Fetching water for the household, including travel time	4.2	4.2	4.2	3.6	3.6	3.6	4.3	4.2	4.3
Searching for fodder or grazing for the household's animals	7.2	8.2	6.2	6.5	7.3	5.8	7.2	8.2	6.3
Manufacturing household goods for own or family use	7.3	4.3	7.9	3.7	2.4	4.8	7.6	4.8	8.1
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	7.8	8.7	6	6.5	7.1	5.3	8	8.8	6
Doing household chores including shopping, preparing meals	9.9	5.7	11.5	10.1	6.5	11.8	9.9	5.5	11.4
Looking after children and elderly	7.2	4.1	8.2	7.7	4.5	8.8	7.1	3.9	8
Total number of persons(16+)	7,718,871	3,633,984	4,084,887	1,670,930	802,301	868,630	6,047,941	3,216,257	6,047,941

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total own-use production	6,108,243	2,508,025	3,600,218	1,133,927	443,231	690,696	4,974,316	2,064,794	2,909,521
Collecting firewood for the household including travel time	1.9	1.4	2.2	0.6	0.4	0.7	2.2	1.7	2.7
Fetching water for the household, including travel time	2.0	1.8	2.1	0.9	0.8	1.0	2.3	2.1	2.4
Searching for fodder or grazing for the household's animals	2.0	2.4	1.6	0.5	0.5	0.4	2.4	2.9	2.0
Manufacturing household goods for own or family use	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.1
Constructing your dwelling, making major repairs on it, farm buildings, private roads, or wells	0.2	0.3	0.1	0.1	0.1	0.0	0.2	0.3	0.1
Doing household chores including shopping, preparing meals	6.1	2.0	9.7	5.9	2.5	9.1	6.1	1.8	9.9
Looking after children and elderly	2.0	0.5	3.3	2.1	0.7	3.4	2.0	0.5	3.3

Table C. 48 Average time spent per week on own-use production of goods of working age population by sex, age group, employment status, and urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ yrs)	5.9	5.7	6.1	1.9	1.7	2.1	7	6.8	7.2
16-24 yrs	6.4	6.5	6.2	2	2.1	1.9	7.6	7.7	7.5
25-34 yrs	6.3	5.7	6.9	2.2	1.9	2.5	7.8	7.1	8.4
35-54 yrs	5.9	5.4	6.3	1.6	1.3	1.9	7	6.6	7.4
55-64 yrs	5.3	5.2	5.3	2.1	1.7	2.4	5.8	5.8	5.9
65+ yrs	3.3	3.4	3.3	1.9	1.6	2	3.6	3.6	3.5
Employed	5.3	4.8	5.9	1.6	1.4	1.8	6.6	6	7.3
Unemployed	7.8	7.8	7.7	2.8	2.7	3	9.4	9.5	9.4
Outside labour force	6	6.2	5.9	2.1	2	2.2	6.8	7.1	6.6

Table C. 49 Average time spent per week on own-use provision of services of working age population by sex, age group and urban/rural area, RLFS 2021

	Rwanda			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (16+ years)	8.2	2.8	13.1	8.1	3.2	12.5	8.3	2.7	13.3
16-24 yrs	5.7	2.3	9.1	5.3	2.4	7.8	5.9	2.3	9.5
25-34 yrs	11.2	3.7	18.3	10.5	4.2	17.2	11.4	3.5	18.6
35-54 yrs	9.5	2.9	15	9.1	3.4	14.6	9.6	2.8	15.1
55-64 yrs	6.9	2.2	10.7	6.7	1.8	10.7	6.9	2.3	10.7
65-74 yrs	5.7	1.7	8.3	6.4	2	8.9	5.6	1.7	8.2
Employed	7.3	2.9	12.9	6.7	3.4	10.8	7.6	2.8	13.7
Unemployed	10.9	3.8	17.4	11.4	4.6	17.3	10.8	3.5	17.4
Outside labour force	8.4	2.3	12.3	8.7	2.4	12.8	8.3	2.3	12.2

Table C. 50 Internal and international migrants by labour force status, sex, urban/rural area, RLFS 2021

	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Total migrants (16+ yrs)	957,665	526,722	128,429	302,515	68.4	55.0	19.6
Male	444,462	294,019	55,176	95,267	78.6	66.2	15.8
Female	513,203	232,703	73,253	207,248	59.6	45.3	23.9
Urban	437,882	254,953	58,691	124,238	71.6	58.2	18.7
Rural	519,783	271,769	69,737	178,276	65.7	52.3	20.4
Internal migrants (16+ yrs)							
Internal migrants (16+ yrs)	899,384	500,752	118,772	279,859	68.9	55.7	19.2
Male	411,741	277,163	48,808	85,770	79.2	67.3	15.0
Female	487,643	223,589	69,964	194,089	60.2	45.9	23.8
Urban	411,315	244,924	54,732	111,659	72.9	59.5	18.3
Rural	488,069	255,828	64,041	168,200	65.5	52.4	20.0
International migrants (16+ yrs)							
International migrants (16+ yrs)	58,281	25,969	9,657	22,655	61.1	44.6	27.1
Male	32,721	16,856	6,368	9,497	71.0	51.5	27.4
Female	25,560	9,114	3,288	13,158	48.5	35.7	26.5
Urban	26,567	10,029	3,960	12,579	52.7	37.7	28.3
Rural	31,714	15,941	5,697	10,077	68.2	50.3	26.3

Table C. 51 Internal and international migrants by labour force status and main reason for migration, RLFS 2021

Main reason for migration	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Total migrants (16+ yrs)	957,665	526,722	128,429	302,515	68.4	55.0	19.6
Parents moved	89,776	24,964	9,819	54,994	38.7	27.8	28.2
To live with relatives	121,636	39,514	18,581	63,541	47.8	32.5	32.0
To attend school	33,956	10,589	5,631	17,736	47.8	31.2	34.7
Marriage	106,804	39,688	19,575	47,540	55.5	37.2	33.0
Family quarrel	8,569	4,628	738	3,204	62.6	54.0	13.8
Divorce	7,847	4,402	1,699	1,746	77.7	56.1	27.8
New job	137,356	115,732	10,297	11,327	91.8	84.3	8.2
Job transfer	19,442	17,786	640	1,016	94.8	91.5	3.5
To look for work	174,663	127,665	21,800	25,198	85.6	73.1	14.6
Looking for land to farm	23,687	11,586	3,794	8,307	64.9	48.9	24.7
Loss of employment	39,298	19,199	7,432	12,667	67.8	48.9	27.9
Employment of spouse	22,166	10,971	4,311	6,884	68.9	49.5	28.2
Coming back in country	169,249	98,639	23,413	47,197	72.1	58.3	19.2
Other	3,215	1,358	699	1,158	64.0	42.2	34.0
Internal migrants (16+ yrs)	899,384	500,752	118,772	279,859	68.9	55.7	19.2
Parents moved	81,004	21,330	8,192	51,481	36.4	26.3	27.7
To live with relatives	113,701	37,866	17,625	58,209	48.8	33.3	31.8
To attend school	31,545	9,835	5,394	16,316	48.3	31.2	35.4
Marriage	106,152	39,341	19,523	47,289	55.5	37.1	33.2
Family quarrel	8,295	4,503	588	3,204	61.4	54.3	11.5
Divorce	7,050	4,221	1,083	1,746	75.2	59.9	20.4
New job	135,216	114,434	9,725	11,057	91.8	84.6	7.8
Job transfer	17,844	16,809	640	395	97.8	94.2	3.7
To look for work	172,238	125,557	21,688	24,993	85.5	72.9	14.7
Looking for land to farm	22,965	11,507	3,496	7,962	65.3	50.1	23.3
Loss of employment	37,272	18,858	7,168	11,246	69.8	50.6	27.5
Employment of spouse	21,915	10,971	4,207	6,737	69.3	50.1	27.7

Main reason for migration	Total	Employed	Unemployed	Outside labour force	LFPR	Emp-Pop	UR
Coming back in country	142,270	84,329	18,996	38,944	72.6	59.3	18.4
Other	1,917	1,192	445	281	85.4	62.2	27.2
International migrants (16+ yrs)	58,281	25,969	9,657	22,655	61.1	44.6	27.1
Parents moved	8,772	3,633	1,626	3,513	60	41	31
To live with relatives	7,935	1,648	955	5,332	33	21	37
To attend school	2,411	755	237	1,420	41	31	24
Marriage	652	348	52	252	61	53	13
Family quarrel	275	125	149	0	100	45	54
Divorce	797	182	616	0	100	23	77
New job	2,140	1,297	572	270	87	61	31
New job	1,598	977	0	621	61	61	0
Job transfer	2,425	2,108	112	205	92	87	5
To look for work	722	79	298	344	52	11	79
Loss of employment	2,026	341	264	1,421	30	17	44
Employment of spouse	251	0	104	147	41	0	0
Coming back in country	26,979	14,310	4,416	8,253	69	53	24
Other	1,297	166	254	877	32	13	60

Table C. 52 Migrant workers by sex, urban/rural area, prior place of residence and branch of economic activity, RLFS 2021

	Total	Male	Female	Urban	Rural	Internal migrants	External migrants
Total migrant workers (employed migrants)	526,722	294,019	232,703	254,953	271,769	500,752	25,969
Agriculture, forestry and fishing	124,981	54,025	70,956	17,456	107,526	116,592	8,389
Manufacturing	3,666	2,529	1,137	404	3,262	2,992	673
Mining and quarrying	26,805	15,637	11,168	13,905	12,899	24,408	2,396
Electricity, gas stream and air condition	2,978	2,803	175	2,110	868	2,798	181
Water supply, gas and remediation services	702	248	455	548	154	702	-
Construction	61,891	55,663	6,227	24,940	36,950	57,502	4,389
Wholesale and retail trade, repair of motor vehicles ...	70,171	32,574	37,596	38,985	31,186	67,228	2,943
Transportation and storage	24,837	23,793	1,044	13,597	11,240	22,798	2,039
Accommodation and food services	14,562	8,162	6,400	10,145	4,417	14,409	153
Information and communication	5,111	4,178	932	4,118	993	5,036	75
Financial and insurance activities	11,323	6,201	5,122	8,293	3,030	11,183	141
Real estate activities	171	78	94	171	-	171	-
Professional, scientific and technical activities	5,762	4,737	1,025	3,032	2,730	5,055	707
Administrative and support activities	11,237	7,655	3,582	7,198	4,040	10,972	265
Public administration and defense, compulsory ...	20,082	16,235	3,847	12,108	7,974	18,670	1,412
Education	19,421	11,031	8,390	9,117	10,305	18,657	765
Human health and social work activities	16,494	5,762	10,732	13,363	3,131	16,142	352
Arts, entertainment and recreation	3,299	3,248	52	3,222	77	3,190	109
Other services	18,326	9,505	8,821	7,820	10,507	17,993	333
Activities of households as employers	83,944	29,539	54,405	63,462	20,482	83,417	527
Activities of extraterritorial organizations	958	416	542	958	-	835	122

Table C. 53 Summary labour force indicators by District, RLFS 2021

	Employed	Unemployed	Outside labour force	Labour force participation rate	Employment-to-population ratio	LU1 - Unemployment rate	LU2 - Combined rate of unemployment and time-related underemployment	LU3 - Combined rate of unemployment and potential labour force	LU4 - Composite measure of labour underutilization
City of Kigali	587,129	167,542	438,522	63.2	49.2	22.2	36	37.3	48.4
Nyarugenge	130,088	44,454	96,558	64.4	48	25.5	38.4	39.4	49.9
Gasabo	269,102	75,947	203,550	62.9	49.1	22	38.5	38	51.1
Kicukiro	187,939	47,142	138,413	62.9	50.3	20.1	30.4	34.9	43.3
Southern Province	707,618	190,220	894,535	50.1	39.5	21.2	46.9	42.6	61.3
Nyanza	74,287	18,024	101,017	47.7	38.4	19.5	46.2	43.5	62.2
Gisagara	90,279	38,149	120,396	51.6	36.3	29.7	57	45.5	66.6
Nyaruguru	75,087	18,081	131,709	41.4	33.4	19.4	47.1	45.1	64
Huye	94,364	18,142	92,816	54.8	46	16.1	28.3	36.7	45.8
Nyamagabe	98,832	22,621	107,787	53	43.1	18.6	48.6	37.2	60.3
Ruhango	84,472	21,475	117,270	47.5	37.8	20.3	46.1	44.7	62.6
Muhanga	100,715	31,281	109,398	54.7	41.7	23.7	47.2	41.6	59.6
Kamonyi	89,583	22,447	114,142	49.5	39.6	20	53.2	46.2	68.5
Western Province	630,472	175,033	736,738	52.2	40.9	21.7	49.4	40.6	61.6
Karongi	74,858	25,093	120,250	45.4	34	25.1	52.2	45.3	65.1
Rutsiro	91,641	18,119	83,741	56.7	47.4	16.5	49.3	36.9	61.7
Rubavu	122,898	32,024	113,951	57.6	45.7	20.7	48.2	36.1	58.3
Nyabihu	85,705	28,887	85,493	57.3	42.8	25.2	58.9	42.3	68.3
Ngororero	72,729	22,094	84,257	52.9	40.6	23.3	44.6	42.1	58.2
Rusizi	92,836	27,400	136,802	46.8	36.1	22.8	47.5	45.6	63
Nyamasheke	89,804	21,416	112,244	49.8	40.2	19.3	45.3	36.8	57.2

	Employed	Unemployed	Outside labour force	Labour force participation rate	Employment-to-population ratio	LU1 - Unemployment rate	LU2 - Combined rate of unemployment and time-related underemployment	LU3 - Combined rate of unemployment and potential labour force	LU4 - Composite measure of labour underutilization
Northern Province	540,765	130,221	586,496	53.4	43	19.4	48.9	40	61.9
Rulindo	90,425	18,886	102,508	51.6	42.7	17.3	46.3	38.2	59.9
Gakenke	93,862	23,839	133,186	46.9	37.4	20.3	62.8	48	75.8
Musanze	142,698	40,681	114,726	61.5	47.9	22.2	43.9	36.9	54.5
Burera	92,111	19,987	106,540	51.3	42.1	17.8	47.1	39.7	61.2
Gicumbi	121,668	26,828	129,536	53.4	43.8	18.1	47.2	37.5	59.7
Eastern Province	821,713	215,912	895,954	53.7	42.5	20.8	46.7	40.2	59.7
Rwamagana	92,079	42,075	118,046	53.2	36.5	31.4	53.8	48.6	65.4
Nyagatare	174,159	35,806	153,035	57.8	48	17.1	40.2	32.4	51.3
Gatsibo	154,722	37,789	169,969	53.1	42.7	19.6	43.2	38.6	56.6
Kayonza	101,726	30,372	126,384	51.1	39.4	23	45.7	44.7	61
Kirehe	111,470	31,397	126,569	53	41.4	22	50.3	39.6	61.5
Ngoma	90,416	14,451	95,830	52.3	45.1	13.8	52.9	42.5	68.6
Bugesera	97,139	24,022	106,122	53.3	42.7	19.8	46.9	39.2	59.8

Table C. 54 Employment by sex, urban/rural area and branch of economic activity (City of Kigali), RLFS 2021

	City of Kigali			Nyarugenge	Gasabo	Kicukiro
	Total	Male	Female			
Employed population 16 years old and over	587,129	340,753	246,376	130,088	269,102	187,939
Agriculture, forestry and fishing	56,890	24,983	31,907	7,788	35,880	13,222
Manufacturing	4,454	3,773	681	841	2,829	784
Mining and quarrying	41,002	20,917	20,085	10,217	18,316	12,469
Electricity, gas stream and air condition	1,922	1,067	855	381	523	1,018
Water supply, gas and remediation services	1,422	781	641	533	441	448
Construction	87,349	75,597	11,752	20,038	40,872	26,439
Wholesale and retail trade, repair of motor vehicles ...	123,394	54,685	68,709	37,722	49,915	35,758
Transportation and storage	46,343	44,572	1,771	10,136	23,443	12,765
Accommodation and food services	19,028	10,709	8,319	3,967	9,616	5,445
Information and communication	7,166	5,079	2,087	1,583	2,279	3,303
Financial and insurance activities	12,850	7,077	5,773	3,401	4,074	5,375
Real estate activities	1,908	1,450	458	349	1,004	555
Professional, scientific and technical activities	9,704	7,727	1,977	1,840	3,406	4,458
Administrative and support activities	19,501	13,835	5,666	4,820	8,798	5,883
Public administration and defense, compulsory ...	20,971	15,266	5,705	3,206	9,275	8,490
Education	19,673	9,271	10,402	3,160	9,605	6,908
Human health and social work activities	13,782	6,410	7,372	2,335	5,698	5,750
Arts, entertainment and recreation	2,512	1,722	790	1,005	1,049	458
Other services	30,493	12,724	17,769	7,309	14,526	8,658
Activities of households as employers	65,213	22,062	43,151	9,395	26,944	28,874
Activities of extraterritorial organizations	1,551	1,045	506	61	610	880

Table C. 55 Employment by sex, urban/rural area and branch of economic activity (Southern Province), RLFS 2021

	Southern Province			Nyanza	Gisagara	Nyaruguru	Huye	Nyamagabe	Ruhango	Muhanga	Kamonyi
	Total	Male	Female								
Employed population 16 years old and over	707,618	394,296	313,322	74,287	90,279	75,087	94,364	98,832	84,472	100,715	89,583
Agriculture, forestry and fishing	406,281	201,359	204,922	47,031	69,900	51,442	33,443	62,118	50,430	48,770	43,147
Manufacturing	6,498	5,334	1,163	645	0	232	0	0	2,212	767	2,641
Mining and quarrying	28,149	13,845	14,304	2,059	3,281	3,067	4,661	4,670	2,913	3,028	4,470
Electricity, gas stream and air condition	815	815	0	143	0	0	446	0	0	0	227
Water supply, gas and remediation services	402	402	0	0	0	106	296	0	0	0	0
Construction	74,344	62,243	12,101	6,528	3,819	8,639	7,290	10,095	5,740	20,103	12,131
Wholesale and retail trade, repair of motor vehicles ...	49,062	21,390	27,672	6,501	3,531	5,210	9,594	3,982	4,668	7,512	8,065
Transportation and storage	30,097	29,253	843	1,847	1,840	810	4,395	3,548	6,955	4,307	6,395
Accommodation and food services	8,278	4,449	3,830	492	933	401	2,583	488	871	473	2,037
Information and communication	1,015	1,015	0	257	0	0	758	0	0	0	0
Financial and insurance activities	6,090	3,344	2,746	1,553	0	0	2,325	1,534	465	214	0
Professional, scientific and technical activities	738	738	0	288	0	0	0	258	0	0	192
Administrative and support activities	8,624	6,683	1,941	795	0	1,783	2,343	712	0	2,733	257
Public administration and defense, compulsory ...	8,638	6,521	2,118	0	206	618	3,116	940	1,013	1,522	1,224
Education	23,552	13,510	10,042	2,125	5,127	1,868	3,490	4,340	3,160	2,734	709
Human health and social work activities	14,516	6,268	8,248	713	0	0	8,617	1,761	964	1,690	772
Arts, entertainment and recreation	526	526	0	0	0	0	0	0	526	0	0
Other services	16,043	8,241	7,802	1,196	1,436	728	3,059	1,580	1,495	2,114	4,435
Activities of households as employers	23,693	8,103	15,590	2,114	206	183	7,950	2,807	3,061	4,491	2,881
Activities of extraterritorial organizations	258	258	0	0	0	0	0	0	0	258	0

Table C. 56 Employment by sex, urban/rural area and branch of economic activity (Western Province), RLFS 2021

	Western Province			Karongi	Rutsiro	Rubavu	Nyabihu	Ngororero	Rusizi	Nyamasheke
	Total	Male	Female							
Employed population 16 years old and over	630,472	344,648	285,824	74,858	91,641	122,898	85,705	72,729	92,836	89,804
Agriculture forestry and fishing	338,009	157,471	180,537	39,147	53,979	45,356	58,530	36,926	51,138	52,932
Mining and quarrying	6,780	6,218	562	269	2,593	835	171	787	1,649	476
Manufacturing	27,938	14,646	13,292	3,086	5,054	4,118	3,311	4,676	3,483	4,211
Electricity gas steam and air conditioning supply	1,524	1,140	384	384	0	204	737	0	0	199
Water supply, gas and remediation services	149	149	0	0	0	0	0	0	0	149
Construction	78,887	67,272	11,615	12,924	7,965	14,863	9,929	12,153	9,948	11,103
Whole sale and retail trade; repair of motor vehicles and motorcycles	61,914	22,027	39,888	4,101	8,004	19,578	3,876	6,865	12,551	6,940
Transportation and storage	31,321	29,265	2,057	3,797	4,814	10,451	2,888	3,281	3,120	2,971
Accommodation and food services activities	8,086	4,215	3,871	1,011	1,808	2,934	375	798	635	525
Information and communication	668	668	0	0	393	0	0	0	0	274
Financial and insurance activities	4,070	2,153	1,917	161	700	1,403	200	714	686	205
Professional, scientific and technical activities	1,532	1,321	211	200	0	1,122	0	0	211	0
Administrative and support activities	7,324	3,463	3,860	1,609	68	1,525	888	487	1,284	1,462
Public administration and defense; compulsory social security	7,219	7,095	124	378	0	3,192	1,902	786	960	0
Education	22,485	11,585	10,900	3,953	3,029	5,966	1,403	3,006	1,661	3,467
Human health and social work activities	4,594	2,087	2,507	200	387	754	563	124	412	2,155
Arts, entertainment and recreation	2,414	2,414	0	0	2,031	382	0	0	0	0
Other services	17,028	8,324	8,704	1,835	814	7,935	933	902	3,940	669
Activities of house13holds as employers	8,285	3,014	5,271	1,803	0	2,280	0	1,223	1,035	1,944
Activities of extraterritorial organizations and bodies	245	121	124	0	0	0	0	0	124	121

Table C. 57 Employment by sex, urban/rural area and branch of economic activity (Northern Province), RLFS 2021

	Total	Male	Female	Rulindo	Gakenke	Musanze	Burera	Gicumbi
Employed population 16 years old and over	540,765	294,450	246,314	90,425	93,862	142,698	92,111	121,668
Agriculture forestry and fishing	298,417	133,341	165,076	54,101	54,796	64,740	62,390	62,390
Mining and quarrying	9,960	9,058	901	8,452	246	199	690	373
Manufacturing	27,320	14,325	12,995	6,108	3,750	7,091	2,798	7,574
Electricity gas steam and air conditioning supply	170	170	0	0	0	170	0	0
Water supply, gas and remediation services	1,198	697	501	329	0	155	0	713
Construction	52,218	44,432	7,786	6,985	10,446	17,271	5,695	11,821
Whole sale and retail trade; repair of motor vehicles and motorcycles	40,376	19,584	20,791	2,807	6,059	16,727	3,472	11,312
Transportation and storage	20,399	20,019	381	4,138	4,417	5,029	1,389	5,427
Accommodation and food services activities	6,353	3,996	2,356	704	697	2,375	421	2,155
Information and communication	638	449	189	285	0	165	189	0
Financial and insurance activities	4,575	3,089	1,486	268	551	942	350	2,464
Professional, scientific and technical activities	2,062	1,773	289	0	0	612	265	1,184
Administrative and support activities	6,287	3,335	2,953	0	1,266	2,457	1,667	897
Public administration and defense; compulsory social security	14,046	9,910	4,135	2,079	1,249	6,482	1,726	2,510
Education	26,264	13,963	12,301	2,143	7,144	7,542	5,335	4,101
Human health and social work activities	8,702	5,106	3,597	548	848	3,111	3,294	902
Arts, entertainment and recreation	339	339	0	339	0	0	0	0
Other services	8,244	5,091	3,152	443	1,250	2,036	1,196	3,318
Activities of house13holds as employers	12,811	5,770	7,040	696	1,142	5,595	1,235	4,143
Activities of extraterritorial organizations and bodies	386	0	386	0	0	0	0	386

Table C. 58 Employment by sex, urban/rural area and branch of economic activity (Eastern Province), RLFS 2021

	Total	Male	Female	Rwamagana	Nyagatare	Gatsibo	Kayonza	Kirehe	Ngoma	Bugesera
Employed population 16 years old and over	821,713	460,816	360,897	92,079	174,159	154,722	101,726	111,470	90,416	97,139
Agriculture forestry and fishing	467,518	227,435	240,083	41,156	120,565	94,425	62,979	58,488	56,608	33,296
Mining and quarrying	2,237	1,720	517	590	0	539	121	599	0	389
Manufacturing	33,570	16,805	16,764	3,988	4,510	4,886	5,707	6,440	2,197	5,842
Electricity gas steam and air conditioning supply	2,609	2,609	0	258	0	1,437	0	0	0	914
Water supply, gas and remediation services	2,521	824	1,697	738	346	0	0	390	925	122
Construction	72,436	64,626	7,810	8,618	13,626	12,484	7,642	8,826	8,008	13,232
Whole sale and retail trade; repair of motor vehicles and motorcycles	76,211	37,278	38,934	10,348	15,225	10,374	6,959	12,094	8,668	12,544
Transportation and storage	28,647	28,647	0	5,411	3,540	3,822	3,522	4,643	3,545	4,164
Accommodation and food services activities	12,651	8,055	4,597	1,544	346	1,228	803	6,316	477	1,936
Information and communication	2,539	1,572	967	0	0	714	0	891	0	933
Financial and insurance activities	6,823	4,597	2,226	0	0	2,741	1,211	214	1,686	971
Real estate activities	810	453	357	0	0	357	453	0	0	0
Professional, scientific and technical activities	3,533	2,869	663	279	285	714	600	0	0	1,654
Administrative and support activities	10,977	6,155	4,822	1,747	1,958	2,687	2,634	630	873	447
Public administration and defense; compulsory social security	16,615	15,073	1,542	5,996	462	4,648	1,633	0	1,750	2,127
Education	32,366	15,070	17,296	7,098	5,285	4,658	2,893	4,953	2,136	5,343

	Total	Male	Female	Rwamagana	Nyagatare	Gatsibo	Kayanza	Kirehe	Ngoma	Bugesera
Human health and social work activities	7,090	936	6,154	1,720	0	1,137	1,477	1,710	688	358
Arts, entertainment and recreation	389	268	122	0	0	0	0	0	0	389
Other services	17,558	12,162	5,396	1,626	2,566	3,640	1,531	1,389	1,636	5,170
Activities of households as employers	24,312	13,662	10,650	963	5,446	3,929	1,560	3,888	1,218	7,308
Activities of extraterritorial organizations and bodies	300	0	300	0	0	300	0	0	0	0

Table C. 59 Labour market indicators and educational type (general and Technical), RLFS 2021

Attainment status of vocational and general trainings	LFPR	Employment to population ratio	Unemployment rate	Labour underutilization rate	Working age population
Rwanda	54.0	42.6	21.1	58.9	7,718,871
No level completed	53.0	42.8	19.1	62	3,458,871
Completed general	51.6	39.7	23.2	57.5	3,624,493
Completed TVET	73.0	58.1	20.3	52	633,951
Urban	62.7	49.7	20.8	46	1,670,930
No level completed	61.9	50.9	17.7	51.5	371,197
Completed general	59.4	46.3	22	44.4	1,059,419
Completed TVET	79	62.6	20.7	44.6	238,916
Rural	51.6	40.6	21.2	62.8	6,047,941
No level completed	51.9	41.8	19.3	63.4	3,087,673
Completed general	48.4	36.9	23.8	63.3	2,565,074
Completed TVET	69.3	55.4	20	56.5	395,035
Male	62	50.5	18.5	52.4	3,633,984
No level completed	62.5	51.9	17	56.4	1,547,818
Completed general	57.9	46.2	20.2	50.5	1,718,366
Completed TVET	78.8	64.8	17.9	45.5	366,747
Female	46.9	35.6	24.1	65.4	4,084,887
No level completed	45.2	35.4	21.6	67.4	1,911,052
Completed general	46	33.8	26.6	64.1	1,906,126
Completed TVET	64.9	49.1	24.4	61.5	267,204

Table C. 60: Labour participation rate by District from 2017 to 2021, RLFS 2021

District	2017	2018	2019	2020	2021
Nyarugenge	66.4	66.3	66.5	67.1	64.4
Gasabo	65.3	65.8	66.8	66.2	62.9
Kicukiro	67.0	70.7	70.2	68.7	62.9
Nyanza	47.7	45.2	42.5	48.1	47.7
Gisagara	53.1	49.4	54.5	62.0	51.6
Nyaruguru	32.1	34.1	39.7	55.9	41.4
Huye	52.5	52.5	54.5	65.4	54.8
Nyamagabe	54.9	53.9	44.2	59.9	53.0
Ruhango	54.4	54.0	49.3	48.3	47.5
Muhanga	41.9	42.1	41.3	52.3	54.7
Kamonyi	55.1	51.6	50.4	47.7	49.5
Karongi	55.6	49.2	49.5	46.9	45.4
Rutsiro	54.6	52.0	52.6	50.4	56.7
Rubavu	61.5	53.7	55.8	56.1	57.6
Nyabihu	61.9	57.0	55.6	58.6	57.3
Ngororero	38.9	44.5	47.3	43.0	52.9
Rusizi	49.6	50.1	42.8	49.8	46.8
Nyamasheke	45.1	45.2	47.0	55.6	49.8
Rulindo	49.4	56.9	52.3	44.4	51.6
Gakenke	45.0	50.8	53.3	47.0	46.9
Musanze	52.6	53.3	61.5	65.2	61.5
Burera	38.3	50.9	51.3	56.0	51.3
Gicumbi	48.8	49.5	45.4	45.9	53.4
Rwamagana	52.1	54.0	48.7	45.9	53.2
Nyagatare	59.3	68.7	60.0	60.4	57.8
Gatsibo	49.0	55.0	55.7	61.5	53.1
Kayonza	54.4	54.5	51.3	64.1	51.1
Kirehe	53.7	51.7	49.0	61.1	53.0
Ngoma	49.5	51.4	49.0	48.8	52.3
Bugesera	57.1	52.9	49.0	54.5	53.3

Annex E: Officials involved in the Labour Force Survey 2021

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