Republic of Rwanda

LABOUR FORCE
SURVEY 2022

Thematic Report on Gender

June, 2023

Labour force survey 2022

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Foreword

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

The government of Rwanda needs updated information for monitoring progress on programs and policies as stipulated in the first National Strategy for Transformation (NST1) 2017-2024, Sustainable Development Goals (SDGs) as well as vision 2050. To monitor progress towards these goals and targets, relevant, reliable, coherent, timely and accessible labour statistics have to be produced.

The National Institute of Statistics of Rwanda introduced the labour force survey (LFS) program to provide key stakeholders with needed labour statistics. In order to leave no one behind and achieving development for all, it requires formulation of policies that recognize among others the role of gender equality. Therefore, production and dissemination of timely and reliable sex-disaggregated/gender relevant data is extremely important to facilitate evidence-based policies and decisions making that take into account women and men in the community.

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

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

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

MURANGWA Yusuf
Director General of NISR

Acknowledgement

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Executive Summary

The Rwanda labour Force Survey (LFS) started in 2016 with an annual sample spread into two rounds to provide bi-annual estimates of main labour market indicators at the national level. From February 2019, the sample was spread into four rounds to provide estimates of labour market indicators at national level on a quarterly basis. The data collection on the size and characteristics of the labour force, employment, unemployment, and other labour market characteristics is carried out through four quarters, specifically in February, May, August and November of each year. The survey was also designed to measure different forms of work, in particular, own-use production work and other components of labour underutilization including time-related underemployment and potential labour force in line with the new international standards, adopted by the 19th International Conference of Labour Statisticians statistics (ICLS) in 2013. The annual report is obtained by pulling together different rounds of the labour force survey conducted within a specific year. The current report also brings together the annual results of the previous years (2017, 2018, 2019, 2020, 2021 and 2022) to depict annual changes in labour market indicators overtime.

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

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

Labour force participation rate

According to the survey results, at national level, the labour force participation rate (LFPR) for females increased to 48.8% in 2022 from 45.4% in 2017 while for males it increased to 64.1% from 62.6% in the same period. The labour force participation rate of the female population is lower than that of the male population for the last six years.

Employment

The results of the survey show that in 2022 there has been a slight increase of the employment-to-population ratio for females to 37.3% from 36.7% in 2017 at national level, while for males it remained unchanged at 52.8% in the same period. The employment-to-population ratio for females living in urban area decreased by 2 percentage points between 2017 and 2022 (from 46.3% to 44.5%) while for males it remained unchanged at about 60% in the same period. In rural areas, the employment-to-population ratio for females slightly decreased from 34% in 2017 to 33.6% in 2022 while for males, it decreased from 50.4% to 48.6% in the same period.

The survey findings on the status in employment show that there has been a slight increase in the share of females working as employees by about one percentage point in the last six years (from 68.9% in 2017 to 70.1% in 2022) while among males it also increased by about 2 percentage points (from 70.8% to 72.4%) in the same period. There has been also a slight increase in the share of females and males as own account workers (without regular employees) in the last six years, from 22.3% in 2017 to 23.3% in 2022 for females, while for males it remained almost the same at about 25% in the same period. But the trend over the last six years of the share of female working as contributing family workers has a decreasing trend from 7.5% in 2017 to 5.3% in 2022, while for males it decreased from 1.5% in 2017 to 0.9% in 2022. It should be noted also that the share of contributing family workers among females is 5.8 times higher than that of males in 2022.

According to the branch of economic activity, the findings show that, in 2022, agriculture, forestry and fishery was by far the most frequent economic activity with the highest number of employed females at 55.6%, followed in second position by the Wholesale and retail trade; repair of motor vehicles and motorcycles (13.5%), followed in third position by Activities of households as employers (5.8%). While for males, the first economic activity was as well agriculture, forestry, and fishery with 39.8%, followed in second position by Construction (16.1%), followed in third position by Transportation and storage (9.6%).

The comparison of the results between 2020 and 2022, data reveals that, for females, only 7 out of 21 economic activities have registered employment growth, particularly the highest increase was observed in agriculture with 6.4 percentage points, followed by Education with 1.2 percentage points growth. Among males, also 5 out of 21 economic activities have

registered employment growth, the highest increase was observed in agriculture with 6.2 percentage points followed by transportation and storage with 2.4 percentage points growth.

Unemployment

The 2022 annual unemployment rate stood at 23.7% among females while it was 17.9% among their males' counterparts. In general, unemployment was on a decreasing trend for females and males from 2017 to 2019 before increasing probably due to the impact of Covid-19 on the economy in 2020, but with a higher rate among females than males in the last six years. Females' unemployment rate increased from 17% in 2019 to 23.7% in 2022 while it was 19.2% in 2017. For males, unemployment rate increased from 13.8% in 2019 to 17.9% in 2022 while it was 15.6% in 2017.

Income from employment

The average monthly income from paid employment at the main job in 2022 was lower for female employees (41,651 Frws) than for male employees (72,165 Frws). It should be noted that in the last four years, the average monthly income for females was the lowest in 2022 (41,651 Frws) and highest in 2019 (44,741 Frws), while the average monthly income for males was the lowest in 2021 (63,642 Frws) and highest in 2022 (72,165 Frws).

Time spent in employment.

The results from the survey show that, in 2022, the average weekly actual number of hours spent in employment by a female employee in the main job was lower by 4.3 hours compared to male counterparts (33.5 hours against 37.8 hours). The findings show that the average weekly actual number of hours worked for females has increased by 3.5 hours from 2017 to 2022 while for males it has increased by 2.8 hours in the same period.

Chapter 1. Introduction

Rwanda has made impressive developments in gender equality and women empowerment. In 2022, the Global Gender Gap report by the World Economic Forum ranked Rwanda sixth of 146 countries and the best performer in Sub-Saharan Africa[1]. Gender equality is recognized as one of the key enablers for achieving sustainable development in national strategic plans. In 2022, women hold the majority share (61%) of seats in national parliament – the highest share of women in parliament in the world[2]. The Constitution provides a quota of 30% representation of women in all decision-making organs, a share already surpassed by many institutions.

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

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

Since the first LFS in 2016, the National Institute of Statistics in Rwanda has conducted two surveys each year and now a quarterly LFS since February 2019. The statistics office produces consolidated annual statistics and thematic analyses, including a special thematic report on gender and the labour force. New concepts such as the potential labour force and labour

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[1] https://www3.weforum.org/docs/WEF_GGGR_2022.pdf?_gl=1*1eooell*_up*MQ..&gclid=EAIaIQobChMI5NPfiIz8_gIVUKnVCh1gZA8EEAAYAyAAEgIQCvD_BwE , accessed May 17, 2023

[2] https://www.ipu.org/impact/gender-equality , access May 17, 2023

[3] UNDP Rwanda. 2018. Gender Equality Strategy: UNDP Rwanda (2019-2022).

underutilisation are having a direct impact on employment policy. Importantly, where gender gaps were previously hard to see, the new statistics are bringing them to light.

The analysis of this gender thematic report from the last six LFS surveys namely 2017, 2018, 2019, 2020, 2021 and 2022 results set out a broad overview of trends and gender gaps, including gaps in labour force participation rates, employment-to-population ratios and unemployment rates, along with differences in labour market status and the type of activities that men and women perform in the labour market, but also discusses the extent to which these factors account for gender gaps in wages and social protection.

Chapter 2. Labour Force Participation

The labour force participation rate (LFPR) expresses the share of employed plus unemployed people in comparison with the working-age population. It gives an indication of how many people of working age are actively participating in the labour market. Figure1 show the trend of labour force participation rate by sex and area of residence. The findings show that, at national level, the labour force participation rate for female increased from 45.4% in 2017 to 48.8% in 2022 while for male, it increased from 62.6% to 64.1% in the same period. It should be noted that, the labour force participation rate of male population is higher than that of female population for the last six years. The gap between women and men LFPR at national level was of 15.3 percentage points in 2022 compared to 17.2 percentage points six years earlier (in 2017) suggesting a gap reduction between women and men LFPR.

Considering the area of residence, the labour force participation rate for female living in urban area increased from 58.2% in 2017 to 58.9% in 2022 while for male it was the same in 2017 and 2022 (72.2%), implying that the gap between women and men LFPR in urban area stands at 13.3 percentage points in 2022. In rural area, the LFPR for female increased from 41.8% in 2017 to 46.3% in 2022 while for male it increased from 59.6% in 2017 to 62% in 2022, thus the gap between women and men LFPR in rural area stands at 15.7 percentage points in 2022. As expected, the LFPR gap is wider between women and men in rural area than in urban area. This difference between urban and rural areas may be because, more females are involved in subsistence foodstuff production live in rural area while subsistence food stuffs producers no longer considered as employed in the new ILO definitions adopted in 2013.

Figure 1:Distribution of the labour force participation rate by area of residence and sex (in %)
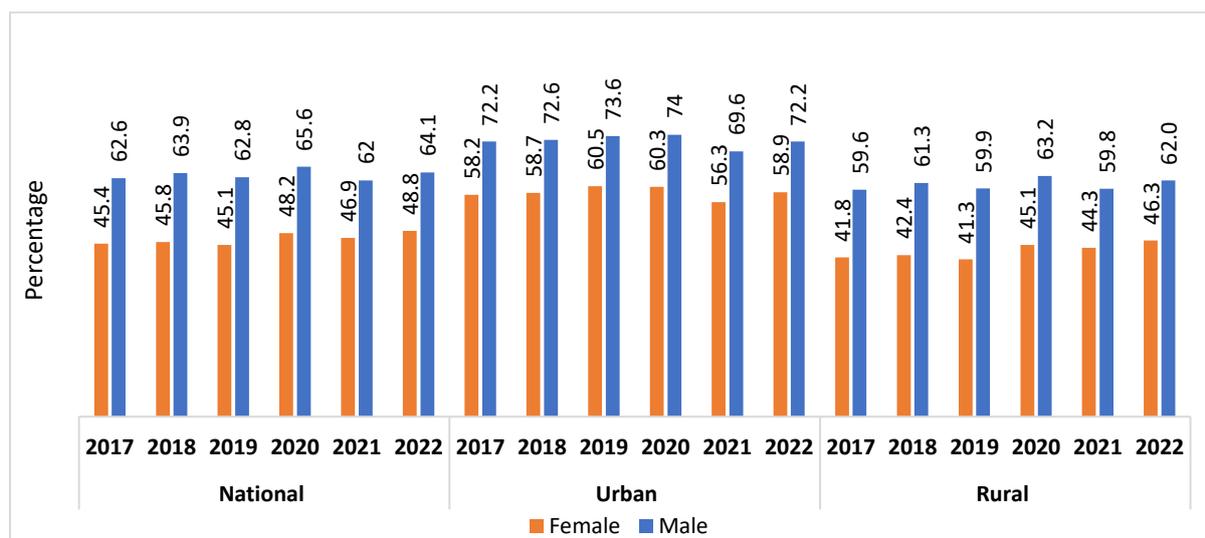
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)2017- 2022

Like most countries, and as expected, there is a higher labour force participation rate of male than female at virtually all age groups. The findings in Figure 2 show that the LFPR among female aged 25-34 years old increased from 59.4% in 2017 to 67.2% in 2022, while for male counterparts it increased from 81.6% to 85.7% in the same period. The increase observed among female and male aged 25-34 years from 2017 to 2022 was the highest compared to the increase among all other age groups.

Figure 2: Distribution of the labour force participation rate by age groups and sex (in %)
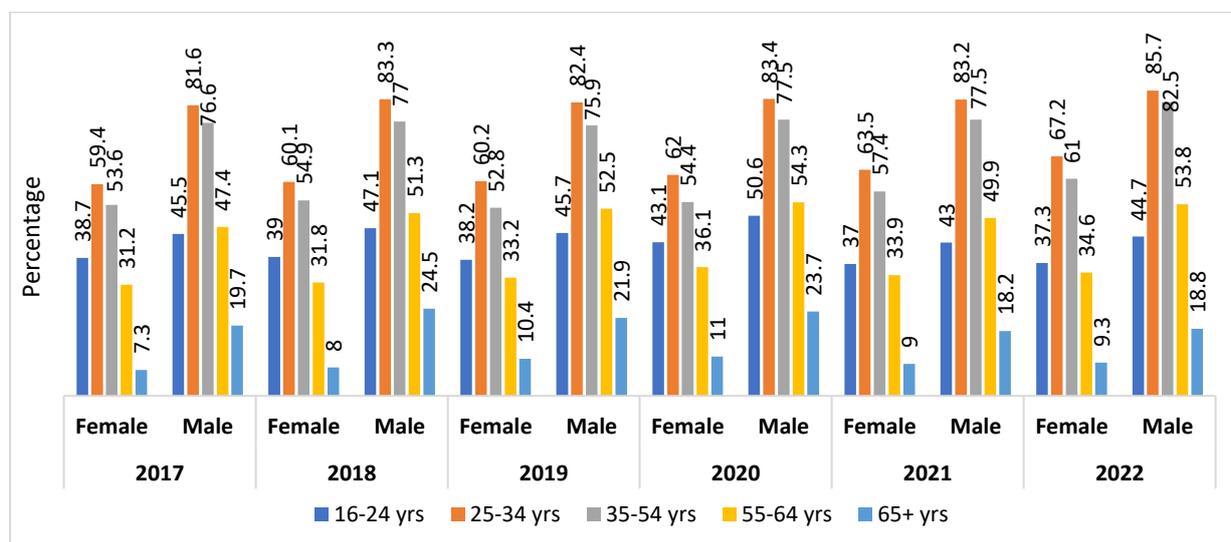
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)2017- 2022

The skill level of the labour force may be assessed by the educational attainment of the labour force participants. Table 1 presents the labour force participation rate by educational attainment and sex. The findings reveal higher labour force participation rate (LFPR) among

female and male with relatively higher levels of education (upper secondary and university levels) compared to those with lower levels of education. A comparison of 2017 and 2022 shows an increase in LFPR for both female and male at all levels of education. The LFPR for female with university level increased from 83.4% in 2017 to 88% in 2022, while for male it increased from 89.5% to 92% in the same period. Considering the lower secondary level, the LFPR of female increased from 29.4% in 2017 to 32% in 2022, while for male it increased from 42% to 44% in the same period. It should be noted that in general, the LFPR of female and male population aged 16 years and above regardless of the level of education increased during the Covid-19 period most probably been due to the participation of some students to labour market activities as schools were closed to curb down the spread of Covid-19 pandemic.

Table 1:Distribution of the labour force participation rate by education attainment and sex (in %)

Level of education completed	2017		2018		2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
None	44	62	43,9	63	44	62,2	46,2	65	45.6	63.2	47	64
Primary	44,5	63	44,8	64,6	43	62,9	46,6	63,9	45	59	47	63
Lower_secondary	29,4	42	31,1	44,9	31,1	44,6	40	51,3	34	43.1	34	44
Upper_secondary	57,8	68	57,7	67,8	55,9	66,7	59,2	72,6	60.6	69.7	64	72
University	83,4	89,5	86,8	92	85,5	90	83,9	90,2	83	88.8	88	92
Total	45,4	62,6	45,8	63,9	45,1	62,8	48,2	65,6	62	46.9	64	49

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2017-2022

Chapter 3: Employment

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

3.1. Employment to population ratio

Employment-to-population ratios indicate the capacity of economies to create employment opportunities for their population – the higher the employment-to-population ratio, the more people in the working-age population are working. The findings in figure 3 show that there has been a slight increase at the national level of the employment-to-population ratio for females from 36.7% in 2017 to 37.3% in 2022, while for males it remained unchanged at 52.8% in the same period. Considering the area of residence, the employment-to-population ratio for females living in urban areas decreased by 2 percentage points between 2017 and 2022 (from 46.3% to 44.5%) while for male counterparts, it remained unchanged with about 60% in the same period. In rural areas, the employment-to-population ratio for females slightly decreased from 34% in 2017 to 33.6% in 2022, while for males it decreased from 50.4% to 48.6% in the same period. This may have been due to the impact of the Covid-19 pandemic.

The gap in the employment-to-population ratio between females and males, stood at 16.1 percentage points in 2017, and it decreased to 15.4 percentage points at national level in 2022. This gap pattern is also observed in urban and rural areas across all the last six years.

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[4] ICLS-Resolution-I-[STATI-131114-1]-En.docx

Figure 3: Employment to population ratio by sex and areas of residence (in %)
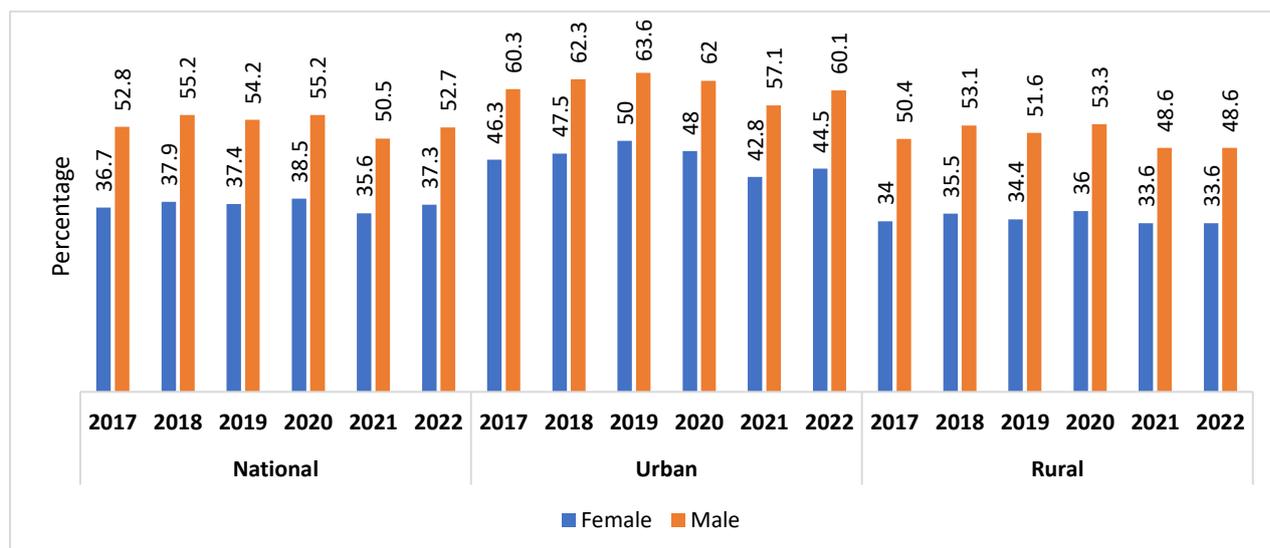
Table 2 presents the employment-to-population ratio by the attained level of education and sex. The findings show that, from 2017 up to 2022, the share of female and male employed population was higher among those with higher educational levels as compared to those with relatively lower educational levels.

The results show that the employment-to-population ratio, in 2022, stood at 69% for females with a University level, 40% for those with an upper secondary level, 25% for those with a lower secondary level, 37% for those with a primary level and 37% for those with no education while for male it was 78% for those with a University level, 52% for those with an upper secondary level, 35% for those with a lower secondary, 52% for those with a primary level and 54% for those with no education. A comparison to previous years, the data shows a significant increase in employment to population ratio was observed in 2020 from 2019 among females with lower secondary education holders (5.2 percentage points) and their male counterparts (3 percentage points).

Table 2: Employment to population ratio by the attained level of education and sex (in %)

		None	Primary	Lower secondary	Upper secondary	University
2017	Female	36.8	36.2	21.2	40.9	64.9
	Male	53.1	53.8	33.6	51.5	77.9
2018	Female	38.1	36.9	23.9	40.4	70.5
	Male	55.6	56.2	38.3	52	79.5
2019	Female	37.6	35.7	24.3	41.8	69.9
	Male	54.5	54.6	38.2	51.5	79.2
2020	Female	38.7	36.1	29.5	42.3	69.1
	Male	55.7	53.9	41.2	56.6	77.2
2021	Female	36	34	23	41	67
	Male	52	48	34	53	74
2022	Female	37	37	25	40	69
	Male	54	52	35	52	78

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2017- 2022

3.2 Status in Employment

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

- Employees: Persons working in "paid employment jobs", i.e., holding explicit (written or oral) or implicit employment contract with remuneration not directly dependent upon the revenue of the unit for which they work. Remuneration could be in the form of wages or salaries, commission from sales, piece-rates, bonuses, or in-kind payments such as food, housing, or training.

- Employers: Persons working on own-account or with one or a few partners in "self-employment jobs", i.e., (a) remuneration is directly dependent on the profits (or potential for profits) derived from the goods and services produced or for own consumption, and (b) engaging one or more "employees," on a continuous basis.

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

- Own-account workers: Persons working on own-account or with one or a few partners in a "self-employment job", not engaging any "employees," on a continuous basis.

- Contributing family workers: Persons working in a market-oriented establishment operated by a household member, who cannot be regarded as partner, in a "self-employment job", not engaging any "employee" on a continuous basis.

- Members of producers' cooperatives: Persons working in a cooperative producing goods and services, in a "self-employment job", not engaging any "employee" on a continuous basis

Table 3 presents the distribution of the employed population by status in employment and sex. The findings show that there has been a slight increase in the share of females working as employees by about one percentage point in the last six years (from 68.9% in 2017 to 70.1% in 2022) while among males it also increased by about 2 percentage points (from 70.8% to 72.4%) in the same period. There has been also a slight increase in the share of females and males as own account workers (without regular employees) in the last six years, from 22.3% in 2017 to 23.3% in 2022 for females, while for males it remained almost the same at about 25% in the same period. But the trend over the last six years of the share of female working as contributing family workers decreased from 7.5% in 2017 to 5.3% in 2022, while for males, it decreased from 1.5% in 2017 to 0.9% in 2022. It should be noted also that the share of contributing family workers among females is 5.8 times higher than that of males in 2022. The share for membership in cooperatives decreased from 2017 to 2022 for both females and males, from 0.4% to 0.1%

Table 3:Distribution of employed population by status in employment, according to sex (in %)

	Status in employment	2017	2018	2019	2020	2021	2022
Female	Employee	68,9	67,8	66,2	64,2	73	70.1
	Employer (with regular employees)	0.9	0.7	0.6	1.1	0.8	1.1
	Own account worker (without regular employees)	22.3	23.9	26.3	27.1	22.1	23.3
	Member of cooperative	0.4	0.2	0.2	0.1	0.1	0.1
	Contributing family worker	7.5	7.4	6.6	7.5	4	5.3
Male	Employee	70.8	69.2	68	67.9	74.9	72.4
	Employer (with regular employees)	1.8	1.8	1.7	1.5	1.1	1.4
	Own account worker (without regular employees)	25.5	27.1	28.7	28.7	23.1	25.2
	Member of cooperative	0.4	0.1	0.4	0.2	0.1	0.1
	Contributing family worker	1.5	1.7	1.2	1.7	0.8	0.9

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2017- 2022

Table 4 presents the distribution of employed population by institutional sector by sex. The results show that most female and male workers are in private and NGOs institutions. The trend shows there has been a slight increase in females working in private and NGOs from 85.1% in 2018 to 88.6% in 2022, and from 87.2% to 91.2% for males in the same period.

It should also be noted that the household as an institutional sector employs more females than males. The findings show that the rate of women's employment at the household level has declined over time from 9% in 2018 to 5.6% in 2022, and for men in general from 5.8% to 2.3% in the same period. The public sector employs slightly more males than females.

Table 4:Distribution of employed population by institutional sector, according to sex (in %)

	Female			Male		
	Public	Private & NGO	Household	Public	Private & NGO	Household
2017	5.8	84.2	10	8.2	86.4	5.3
2018	5.9	85.1	9	7.1	87.2	5.8
2019	5.6	86.4	7.9	6.5	88.4	5
2020	5.6	88.1	6.3	5.8	91.1	3.1
2021	5.8	88.7	5.5	6.7	90.6	2.7
2022	5.7	88.6	5.7	6.4	91.3	2.3

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2018- 2022

Findings from figure 4 shows that the share of female employment in the public as an institutional sector has been increasing for the last 5 years from 39% in 2017 to 42% in 2022

while the share of male employment decreased from 61% to 58% in the same period, but the gap is still high with women lagging behind with 16 percentage points lower than men. At the household institutional sector level, the share of female employment is consistently higher than that of males throughout the last five years; while in the private sector and NGOs, the share of females is lower compared to that of males in the same period.

Figure 4: Share of females and males in employment according to the institutional sector (in %)
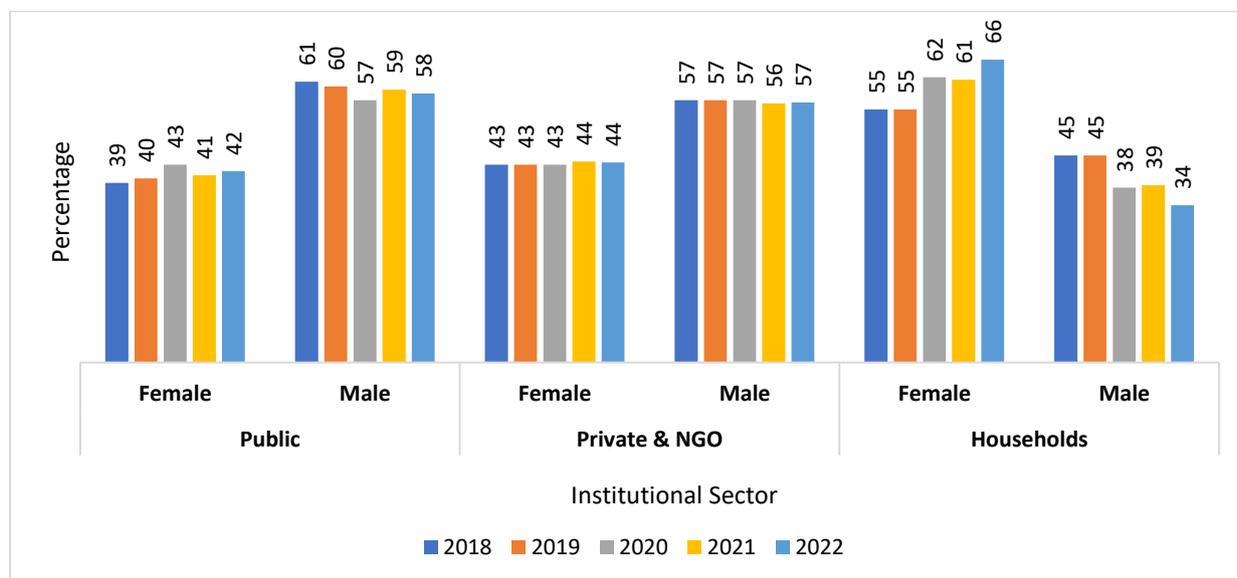
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2018- 2022

3.3. Employment by economic activity

The findings in Table 5 show that, in 2022, agriculture, forestry and fishery was by far the most frequent economic activity with the highest number of employed females at 55.6%, followed in second position by the Wholesale and retail trade; repair of motor vehicles and motorcycles (13.5%), followed in third position by Activities of households as employers (5.8%). While for males, the first economic activity was as well agriculture, forestry, and fishery with 39.8%, followed in second position by Construction (16.1%), followed in third position by Transportation and storage (9.6%).

The comparison of the results between 2020 and 2022, data reveals that, for females, only 7 out of 21 economic activities registered employment growth, particularly the highest increase observed in agriculture with 6.4 percentage points followed by Education with 1.2 percentage points growth. Among males, also 5 out of 21 economic activities registered employment growth, the highest increase observed in agriculture with 6.2 percentage points followed by transportation and storage with 2.4 percentage points growth.

Table 5:Distribution of employed population by economic activity, according to sex (in %)

Economic activity	Female			Male			Female change from 2019 to 2020	Female change from 2020 to 2022	Male change from 2019 to 2020	Male change from 2020 to 2022
	2019	2020	2022	2019	2020	2022	(%)	(%)	(%)	(%)
Agriculture forestry and fishing	46,1	49,2	55,6	30,6	33,6	39,8	3,1	6,4	3	6,2
Mining and quarrying	0,5	0,4	0,6	3,5	2,6	1,9	-0,1	0,2	-0,9	-0,7
Manufacturing	6,9	5,4	5,7	6	6,2	5	-1,5	0,3	0,2	-1,2
Electricity gas stream and air conditioning supply	0	0,1	0	0,5	0,3	0,2	0,1	-0,1	-0,2	-0,1
Water supply, gas and remediation services	0,2	0,2	0,1	0,3	0,2	0,3	0	-0,1	-0,1	0,1
Construction	3,7	5,5	3,1	14,2	18,1	16,1	1,8	-2,4	3,9	-2
Wholesale and retail trade; repair of motor vehicles and motorcycles	17,8	16,7	13,5	12,5	11	8,1	-1,1	-3,2	-1,5	-2,9
Transportation and storage	0,4	0,5	0,5	9	7,2	9,6	0,1	0	-1,8	2,4
Accommodation and food service activities	3,3	3,1	1,9	2,7	2,3	2,2	-0,2	-1,2	-0,4	-0,1
Information and communication	0,3	0,1	0,1	0,4	0,3	0,3	-0,2	0	-0,1	0
Financial and insurance activities	1,1	1	0,8	1	1,1	0,7	-0,1	-0,2	0,1	-0,1
Real estate activities	0	0,1	0	0,2	0,2	0,2	0,1	-0,1	0	0

Economic activity	Female			Male			Female change from 2019 to 2020 (%)	Female change from 2020 to 2022 (%)	Male change from 2019 to 2020 (%)	Male change from 2020 to 2022 (%)
	2019	2020	2022	2019	2020	2022				
Professional, scientific, and technical activities	0,6	0,4	0,5	1	0,8	1	-0,2	0,1	-0,2	0,2
Administrative and support activities	1,3	1,2	1,1	2,3	2,7	2,1	-0,1	-0,1	0,4	-0,6
Public administration and defense, compulsory social security	1,3	1,2	1	2,7	2,5	2,3	-0,1	-0,2	-0,2	-0,2
Education	4	3,4	4,6	3,3	2,8	3,7	-0,6	1,2	-0,5	0,9
Human health and social work activities	1,6	2	1,8	1,2	1,3	1,1	0,4	-0,02	0,1	-0,2
Arts, entertainment, and recreation	0,3	0,1	0,2	0,4	0,4	0,2	-0,2	0,1	0	-0,2
Other services	1,9	2,6	3,1	2,5	3	2,6	0,7	0,5	0,5	-0,4
Activities of households as employers	8	6,7	5,8	5,1	3,3	2,5	-1,3	-0,9	-1,8	-0,8
Activities of extraterritorial organizations and bodies	0,6	0,2	0,1	0,6	0,2	0,1	-0,4	-0,1	-0,4	-0,1
Total	100	100	100	100	100	100				

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), 2019-2022

Chapter 4: Unemployment

The unemployment rate, defined as the ratio of the number of unemployed persons to the total labour force, is the most used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market. As shown by

data in Figure 5, the unemployment rate was higher among females than among males in the last six years, but in general, unemployment rate was on a decreasing trend from 2017 to 2019 before increasing probably due to the impact of Covid-19 on the economy. Female unemployment rate decreased from 19.2% in 2017 to 17.0% in 2019 while it increased to 23.7% in 2022. Male unemployment rate decreased from 15.6% in 2017 to 13.8% in 2019 before increasing to 17.9% in 2022.

The results in figure 5 are about the unemployment rate by selected age groups. The unemployment rate among female aged 16 to 54 years old was high compared to male counterparts. Youth female (16-24 years) are more likely to be unemployed in 2022 compared to youth male (30.2% vs 25.1%).

Figure 5: Unemployment rate by sex (in %) and by age-group
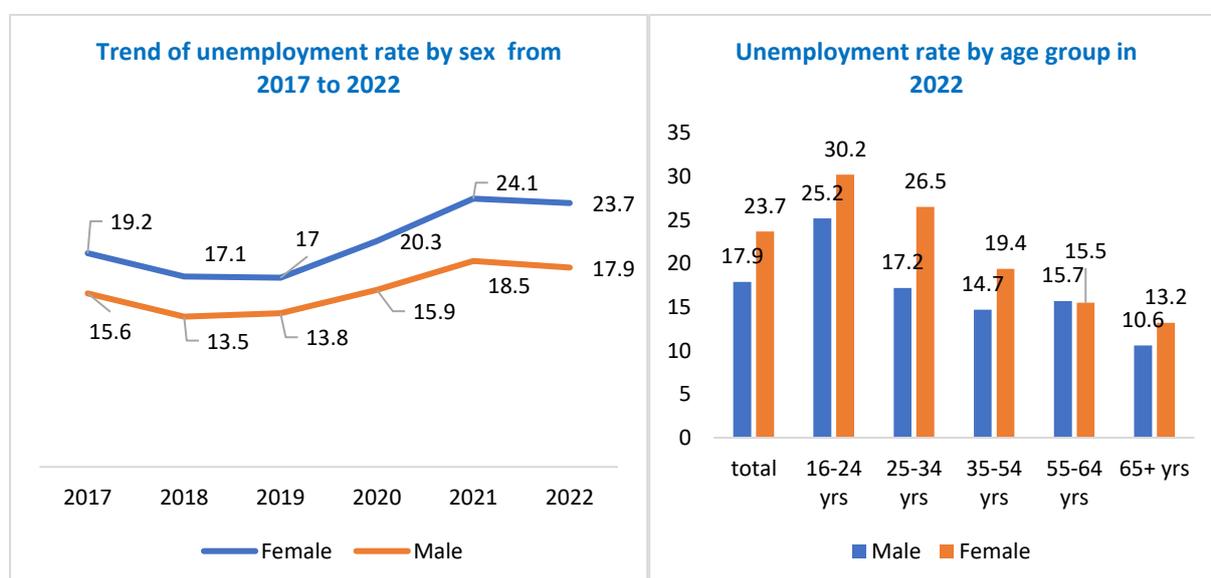
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2017- 2022

In the university educational attainment, the results in table 6 indicates that in 2022 the unemployment rate was the highest among females aged 16-30 years old with upper secondary education (40.9%), followed by University education levels (38.3%), lower secondary education level (31.8%), followed by the primary level of education (26.1%), while for male counterparts, it was the highest for those with upper secondary education level (37.8%), followed by those with University level (26.4%) followed by those with lower secondary (22.1%). Among both females and males, it was the lowest for those with no level of education (25% and 18.6% respectively).

Table 6:Unemployment rate by attained level of education and sex among youth aged 16-30 years old (in %)

	2019		2020		2021		2022	
	Female	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**
None	19	13.9	19.3	15.7	26	19.7	25	18.6
Primary	20.5	13.7	26.6	17.2	28.8	22.5	26.1	19.8
Lower secondary	23.3	18.2	28.4	23.6	34.7	25.6	31.8	22.1
Upper secondary	30.7	29.3	34.2	28.2	39.7	29	40.9	37.8
University	31.4	26.4	28.4	32.5	35.3	35.4	38.3	26.4
Total	22,4	16,9	25,7	19,7	30.5	23.1	29.4	22.3

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2019- 2022

Chapter 5. Income from employment

An attempt has been made in the labor force survey (LFS) to measure income from employment in cash and in-kind at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation in self-employment and paid employment jobs, the international definition of employment-related income distinguishes between paid employment and self-employment[6]. 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 the gross value of output and operating expenses.

Table 7 below presents the Average monthly income (in Frws) from main employment for employees by age group and sex. According to these results, the average monthly income from paid employment at the main job in 2022 was lower for female employees (41,651 Frws) than for male employees (72,165 Frws). It should be noted that in the last four years, the average monthly income for females was the lowest in 2022 (41,651 Frws) and highest in 2019 (44,741 Frws), while the average monthly income for males was the lowest in 2021 (63,642 Frws) and highest in 2022 (72,165 Frws). The findings show that, across all age groups, female average monthly income is lower compared to the male. In general, the average income for both females and males peaks at age group 35-54 years old.

Table 7:Average monthly income (in Frws) from main employment by age group and sex

	2019		2020		2021		2022	
	Female	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**
16-24 yrs	23000	30985	22654	33383	23850	32344	28236	35842
25-34 yrs	51811	72649	51638	75947	48004	66786	45539	72311
35-54 yrs	58465	90196	53179	86616	49174	81672	49282	89357
55-64 yrs	37262	64518	35963	76889	38405	51192	29878	94739
65+ yrs	20167	48665	14702	52672	20455	36411	23230	49099

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2019- 2022

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[6] ILO, Resolution concerning the measurement of employment-related income, Sixteenth ICLS, October 1998.For the sake of simplicity, the term "income from employment" is used in this chapter in preference to the more exact term "employment-related income".

The level of education is one of the variables that determine the level of earnings. Table 8 present the average monthly income from main employment by attained level of education by sex. The findings show that, as the level of educational attainment increases, the income from the main employment job also increases, but regardless of the level of education, females get lower average monthly earnings than their male counterparts with the same level of education. The results show that, in 2022, the gap between female and male average monthly income with the University level has widened to 105,437 Frws (239,719 Frws for females against 345,156 Frws for males) as compared to the gap observed in 2019 which was 61,017 Frws(250,874 Frws for females against 311,891 Frws for males). The same trend is observed between female and male average monthly income for those with upper secondary, lower secondary, primary, and no education levels.

Table 8: Average monthly income (in Frws) from main employment by attained level of education and sex.

	2019		2020		2021		2022	
	Female	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**
None	19239	29469	18712	31137	20,753	30,228	22,402	34,680
Primary	22473	40586	20066	39766	22,783	43,745	24,564	49,262
Lower secondary	39071	69222	28225	60687	32,059	69,113	32,550	67,488
Upper secondary	74607	102001	63289	78987	70,184	93,448	77,327	105,285
University	250874	311891	282471	351031	254,965	305,351	239,719	345,156

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2019- 2022

The type of occupation is one of the variables that determine the level of earnings. Figure 6 presents the Average monthly income from main employment by occupation group by sex. As can be seen in the findings, only two out of nine occupation groups considered show that females earn on average more than their male counterparts, and these occupations are Technicians and associate professionals, and Clerical support workers. In the remaining seven occupations, females earn less income on average than their male counterparts. Although the average monthly income earnings of females whose occupation is the manager is the highest compared to other occupations, it is still 1.3 times lower compared to male managers (374,274 Frws against 488,099 Frws). On the other hand, elementary occupations are the lowest category in terms of providing a sufficient average monthly income, where females earn 1.3 times less than their male counterparts (21,315 Frws against 28,606 Frws).

Considering the average income from main employment by occupations, data in figure 6 show that on average females earn more compared to males in the two occupations namely: Technicians and associate professionals, and Clerical support workers occupations while they earn low income compared to their male counterparts in the remaining types of occupation groups they belong to.

Figure 6: Average monthly income (in Frws) from main employment by occupation groups by sex
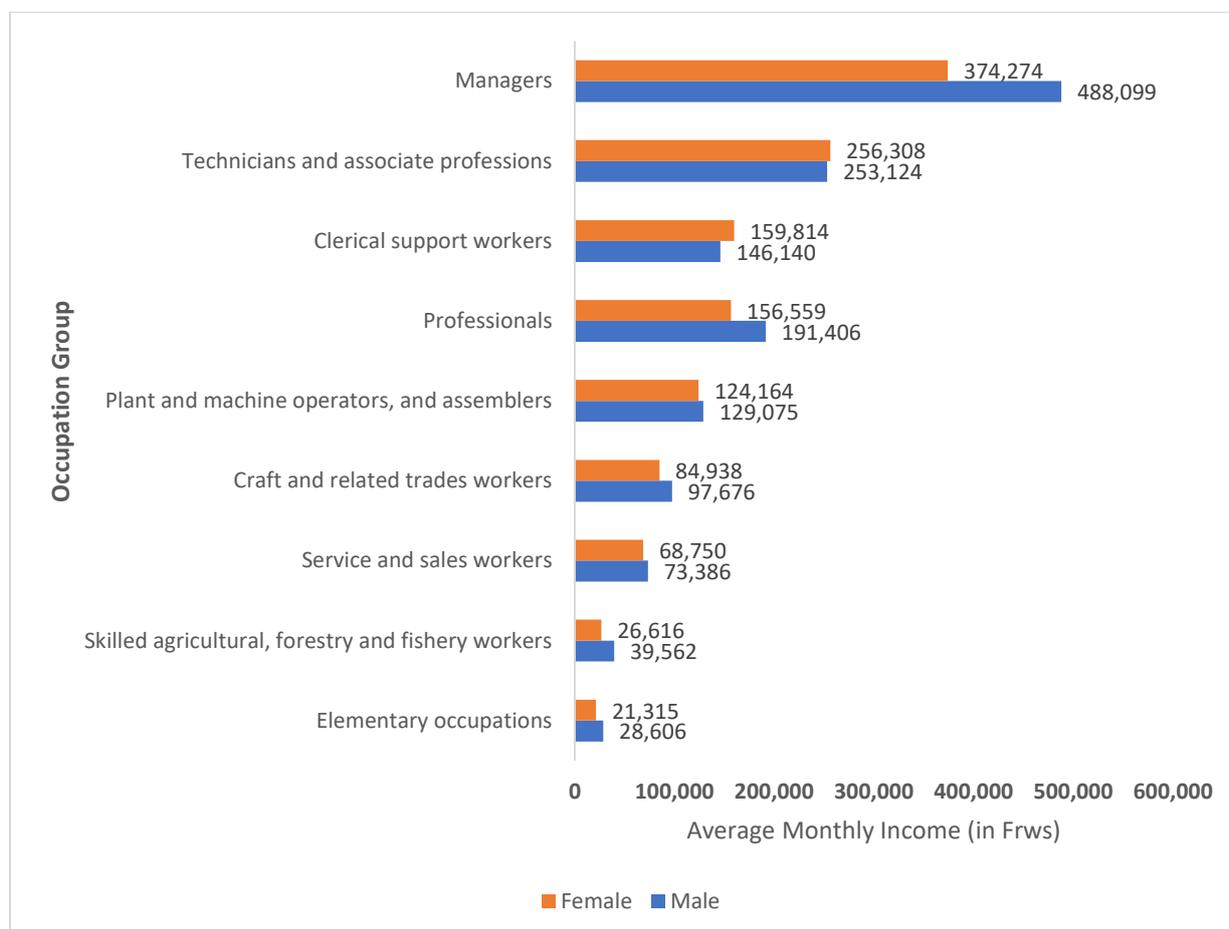
When the area of residence is considered, data in figure 7 show that females' average earnings are consistently lower compared to their male counterparts regardless of the urban-rural settings. It is worth noting that, the difference in average income between females and males is wider in urban than in rural areas. The findings show that in 2022, a female living in urban area was earning on average 74,817 Frws lower than a male counterpart (94,751 Frws against 169,568 Frws respectively), while in rural area, a female was earning on average 16,544 Frws lower than the male counterpart (27,987 Frws against 44,531 Frws respectively). In 2017 females in urban earned 65,094 Frws lower than their male counterparts (94,005 Frws against 159,099 Frws respectively), while in rural area female was earning 12,193 Frws lower than their male counterparts (24,115 Frws against 36,308 Frws respectively.

Figure 7:Average monthly income (in Frws) from main employment by area of residence and sex
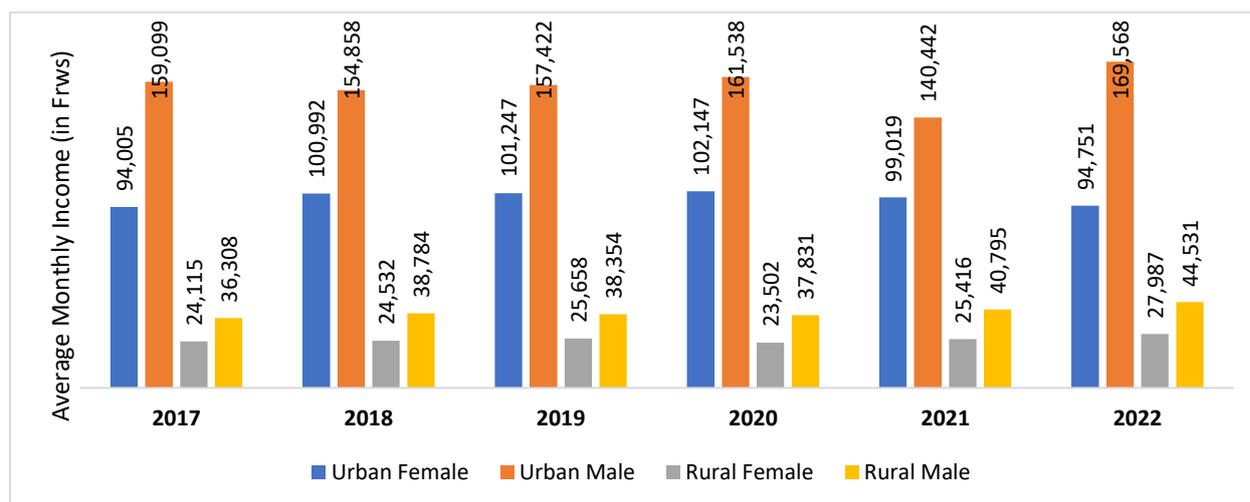
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)2017- 2022

A quintile is a statistical value of a data set that represents 20% of a given population, so the first quintile represents the lowest fifth of the data (1% to 20%); the second quintile represents the second fifth (21% to 40%) and so on. The findings in Table 9 shows that there is a linear correlation between the average monthly income with the level of quintile regardless of sex. However, females in the quintile-1 category (the poorest) earned an average monthly income higher than that of their male counterparts consistently for the last five years. The same pattern is observed in quintile-5 (the richest) where females' average monthly income is higher than that of males. It should be noted, however, females' average monthly income in quintile-4 is lower than that of males in the same quintile, with the exception of the year 2022. Nevertheless, the data shows that females in quintile-1 average monthly income has increased in the last five years from 11,666 Frws in 2018 to 15,196 Frws in 2022 while for males it increased from 11,099 Frws to 15,019 Frws in the same period. On the contrary, the average monthly income for females in the quintile-5 category has decreased from 260,235 Frws in 2018 to 217,613 Frws in 2022 while for males, it decreased from 253,785 Frws to 239,301 frws in the same period.

Table 9: Mean monthly cash income (in Frws) from the employment of employees at the main job by Quintiles and sex

	2018		2019		2020		2021		2022	
	Female	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**
Quintile1	11,666	11,099	11,724	11,028	8,021	6,134	15,104	14,732	15,196	15,019
Quintile2	18,029	18,338	18,01	18,246	18,299	18,347	21,902	22,258	23,759	24,030
Quintile3	26,592	26,745	26,939	26,804	26,532	26,753	26,698	27,209	31,163	31,268
Quintile4	48,386	52,625	49,693	52,405	48,06	53,165	48,998	51,093	51,972	54,058
Quintile5	260,235	253,785	255,95	253,687	275,923	274,144	236,906	217,002	217,613	239,301

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)2018- 2022

Figure 8 present the resulting size distribution of monthly cash income of employees at the main job by area of residence and sex. According to these findings, at the national level, slightly more than four out of ten females (42.1%) in paid employment at the main job were earning an income of less than 20,000 Frws per month compared to 26% of males, while only 7.4% of females in paid employment were earning an average monthly income ranging from 100,000 Frws and above compared to 14.8% of males. It should be noted, in general, that as the monthly income interval from the employment of an employee at the main job increases, the size (percentage) of the females who earns higher monthly income decreases significantly, while for male although a decreasing trend is observed, it is not that significant as compared to female.

Considering the area of residence (figure 8), the findings show that, 20.4% of females in paid employment at the main job in urban area were earning a monthly income of less than 20,000 Frws compared to 8.5% of male employees, while 26.8% of female were earning a monthly income ranging from 100,000 Frws and above compared to 39.9% of male employees. In rural area, most females (48.2%) and males (31.3%) were earning less than 20,000 Frws per month. Only 1.9% of females living in rural area were earning a monthly income ranging from 100,000 Frws and above compared to 7.3% of males.

**Figure 8: Size distribution of income from employment by area of residence and sex (in %)**
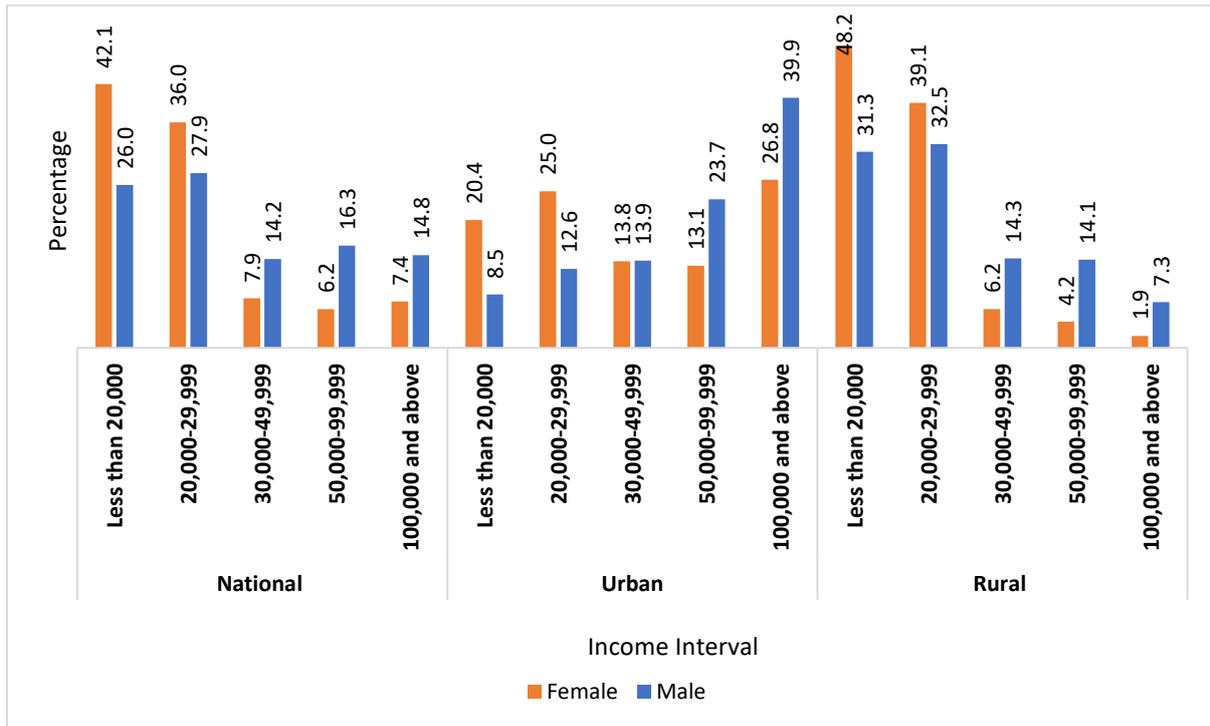
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2022

Chapter 6. Time spent in employment.

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

The results in Figure 9 shows that, in 2022, the average weekly actual number of hours spent in employment by a female employee in the main job was lower by 4.3 hours compared to male counterparts (33.5 hours against 37.8 hours). The findings show that the average weekly actual number of hours worked for females increased by 3.5 hours from 2017 to 2022 while for males it increased by 2.8 hours in the same period.

*Figure 9: Average weekly hours spent in employment by sex (in number)*
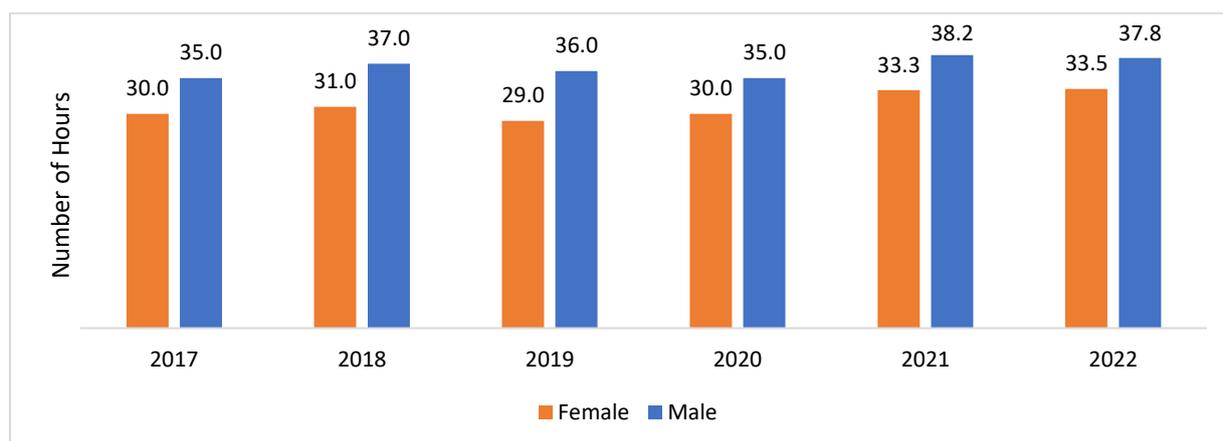
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2022

When the area of residence is considered (Figure 10 below), the data show that female employees in urban areas worked on average 44.2 hours per week in 2022 which is lower compared to the average hours of 45.9 hours worked by males. Females living in rural area worked on average 30.1 hours per week in 2022 which is lower compared to 35.2 hours worked by their male counterparts. The trend since 2017 shows that in urban area, the average number of hours worked per week have slightly declined from 45 hours in 2017 to 44.2 hours in 2022 for female, while for male it slightly declined from 46 hours to 45.9 hours in the same period. However, in rural area, the average number of hours worked per week by female increased from 25 hours per week to 30.1 hours per week since 2017 to 2020, while for male counterparts, it slightly increased from 31 hours in 2017 to 35.2 hours in 2022.

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

Figure 10:Average weekly hours spent in employment by sex and area of residence (in number)
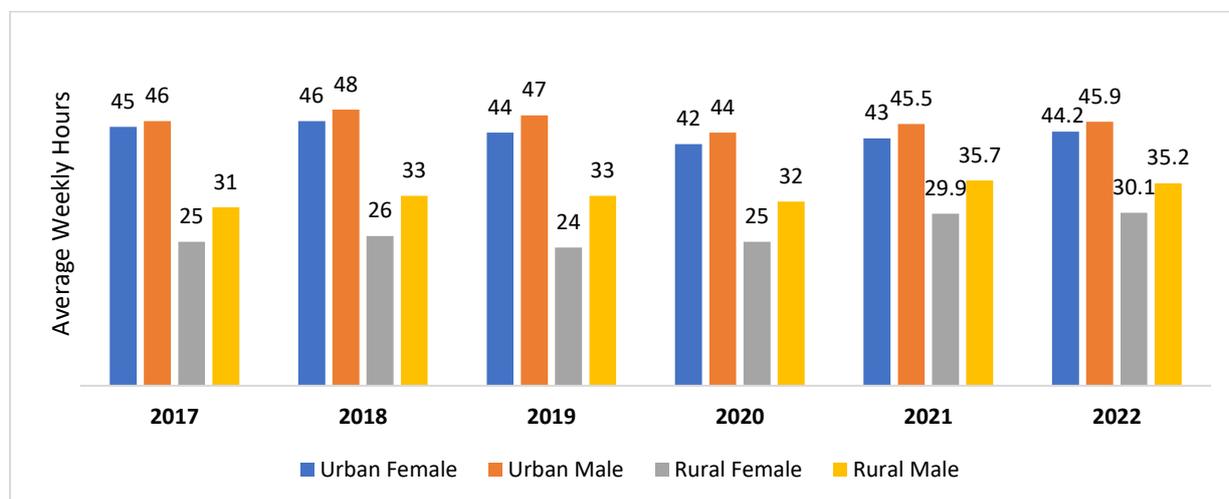
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2022

Taking into consideration the level of education (Table 10), the results show that, regardless of sex, the average number of hours worked per week increases as the level of education increases for females and males. Data on the trend for the last six years show that only the average number of hours worked per week by females and males with no education, decreased by two hours (from 25 hours/week in 2017 to 23 hours/week in 2022 for female, while it decreased from 30 hours/week to 28 hours/week for male in the same period). For those with primary, lower secondary, and upper secondary levels of education, the average number of hours worked per week for females and males decreased between 2017 and 2020, with a significant decrease of 3 hours observed among females with lower secondary from 37 hours/week to 34 hours/ week between 2017 and 2022, as well as among male with lower secondary with a decrease of 7 hours from 43 hours/week to 36 hours/week. It should be noted that the trend of the average number of weekly hours worked by holders of university level of education has not changed for females and males during the last six years.
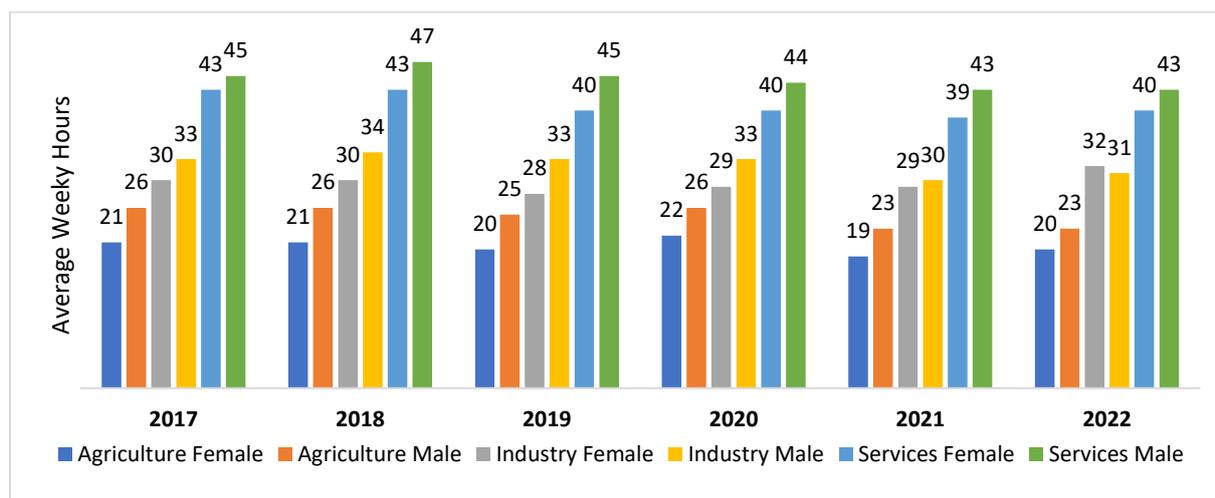
Table 10: Average weekly hours spent in employment by sex and level of education attained (in number)

	None		Primary		Lower secondary		Upper secondary		University	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2017	25	30	32	36	37	43	43	45	45	45
2018	26	32	32	38	39	46	44	46	46	47
2019	24	32	30	37	37	45	42	45	46	45
2020	26	31	29	35	33	40	42	43	45	45
2021	22	27	26	31	30	36	41	41	45	45
2022	23	28	28	33	34	36	42	41	45	45

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2017- 2022

With reference to the main sector of economic activity (Figure 11), the results show that the average number of hours worked per week by females in the agriculture sector decreased by one hour between 2017 and 2022 (from 21 hours per week to 20 hours) while for male it increased by two hours (from 21 hours to 23 hours) in the same period. The average number of hours worked per week by females employed in the industrial sector increased from 26 hours in 2017 to 32 hours in 2022 while for males, it decreased from 33 hours to 31 hours in the same period. In the service sector, the average hours worked by females decreased from 43 hours per week in 2017 to 40 hours in 2022, while for males it decreased by two hours (from 45 hours to 43 hours) in the same period.
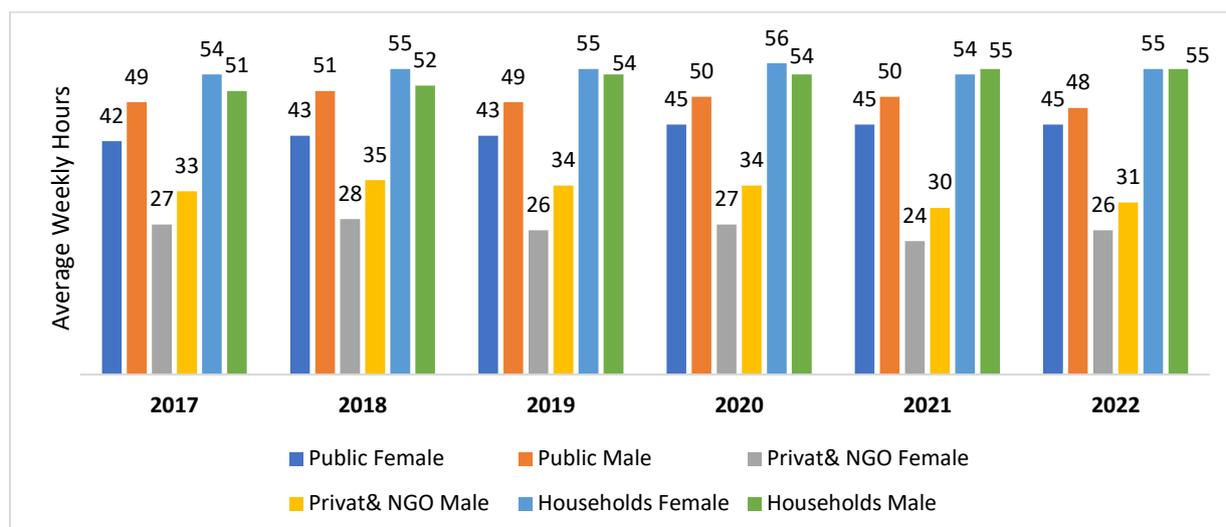
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2017- 2022

When the institutional sector is considered (figure 12), the findings show that, at households as an institutional sector, the average number of hours worked per week by females increased by one-hour between 2017 and 2022 (from 54 hours/week to 55 hours/week) while for male it increased by four hours from 51 hours to 55 hours per week in the same period. In contrast, a decreasing trend was observed in the private and NGOs sector, where the average number of hours worked per week decreased for females by one hour between 2017 and 2022 (from 27 hours/week to 26 hours/week) while for male it decreased in the same period (from 33 hours/week to 31 hours per week). In the public sector, the average number of hours actually worked by females also increased by 3 hours between 2017 to 2022 (from 42 hours/week to 45 hours/week) while for males it decreased by one hour (from 49 hours to 48 hours) in the same period. It is worth noting that, in general, the average number of hours actually worked by females is higher than that of males at the household as institutional sector between 2017 to 2021 except in the year 2022, while in private & NGOs, and public sectors, the average number of hours actually worked by the females is lower compared to males.

Figure 12: Average weekly hours actually spent in employment by sex and institutional sector (in number)

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2017- 2022

When the branch of economic activity is considered (figure 13), the findings show that, the average number of weekly hours usually worked in agriculture, forestry, and fishing per week by females in 2022 is 27.5 hours compared to 29.6 hours for males. It is worth noting that, the average number of weekly hours usually worked by females is the highest in the branch of Activities of households as employers (55.2 hours/week), while for males it is in the branch of Administrative and support services activities (56.6 hours/week).

Figure 13:Average number of hours usually worked per week at the main job by sex, the branch of economic activity and urban/rural area.

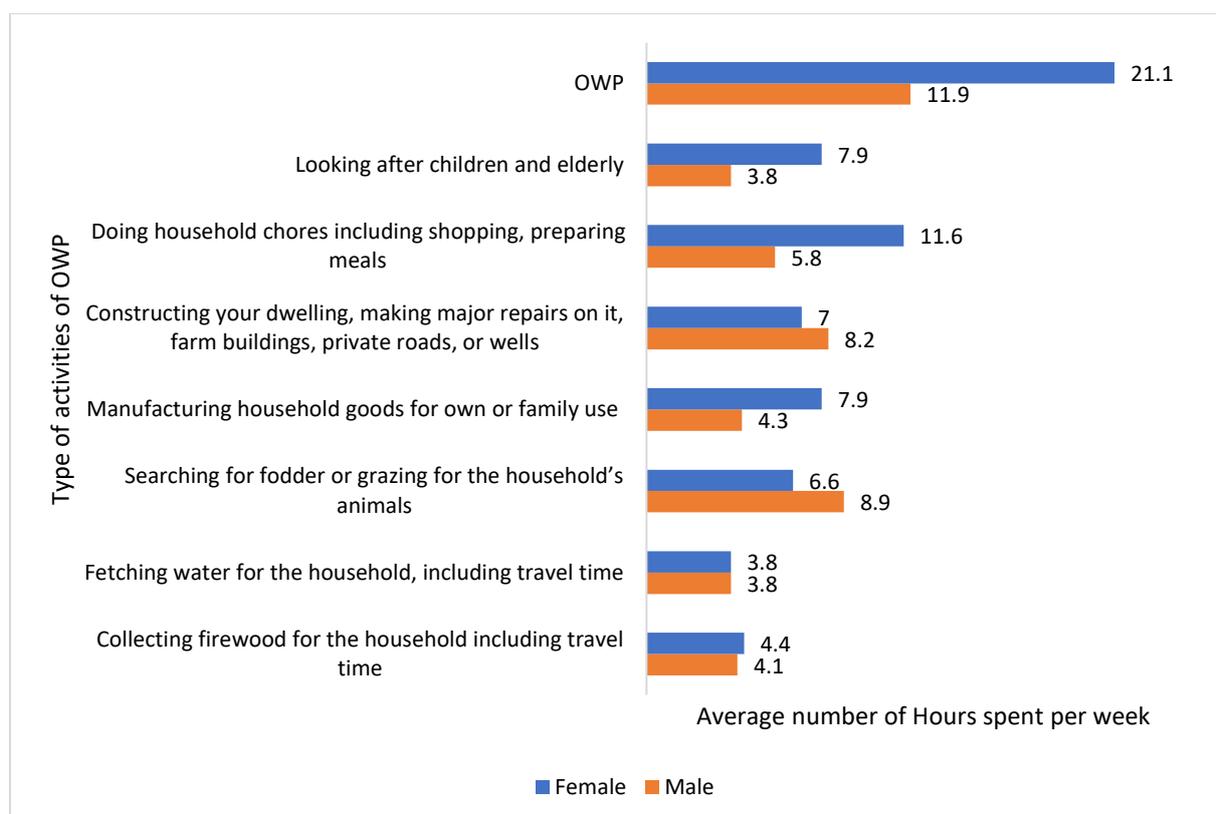| Branch of Economic Activity	Female	Male
Activities of extraterritorial organizations and bodies	49.6	47.9
Activities of households as employers	55.2	53.7
Other service activities	30.4	40.4
Arts, entertainment and recreation	37.9	39.2
Human health and social work activities	44.3	48.4
Education	40.8	44.3
Public administration and defence	44.0	52.3
Administrative and support service activities	38.4	56.6
Professional, scientific and technical activities	40.8	39.8
Real estate activities	32.3	46.4
Financial and insurance activities	48.2	50.7
Information and communication	42.0	45.0
Accommodation and food service activities	46.7	52.5
Transportation and storage	31.6	42.8
Wholesale, retail trade, repair of motor vehicles, motorcylces	39.5	44.1
Construction	32.2	37.3
Water supply, sewerage and waste management	37.6	44.5
Electricity, gas, steam and air conditioning supply	45.7	42.4
Manufacturing	37.8	41.0
Mining and quarrying	41.9	41.2
Agriculture, forestry and fishing	27.5	29.6

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2022

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 2022 LFS questionnaire contained seven questions on time spent on different types of own-use production work excluding the production or processing of foodstuff. The results are shown in Figure 14. The data indicate that, in general, females devoted on average 21.1 hours per week on own-use production work (OWP) compared to only 11.9 hours for males which is almost twice lower as the time spent by females. The activities in which females were spending more time than men per week were doing household chores including shopping and preparing meals (11.6 hours against only 5.8 hours) followed in second position by looking after children and elderly (7.9 hours against only 3.8 hours), and in third position manufacturing household goods for own or family use (7.9 hours against only 4. 3 hours) while males were spending more time than female per week only in two main activities namely searching for folder or grazing for the household's animals (8.9 hours against 6.6 hours) and construction or repairing own dwelling (8.2 hours against 7 hours).

Figure 14: Average number of hours per week spent in own use production activities by type and sex.

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS) 2022