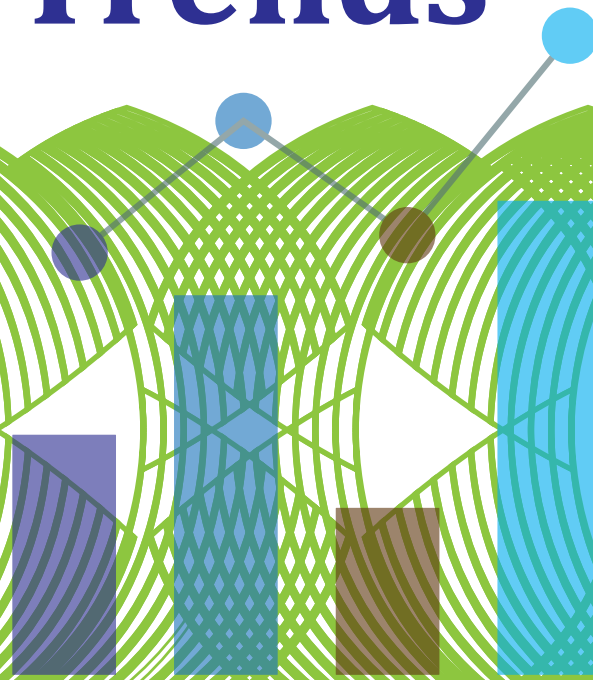Republic of Rwanda

NATIONAL INSTITUTE OF
STATISTICS OF RWANDA

Labour Force Survey Trends

-November 2023 (Q4)-

Republic of Rwanda

Labour Force Survey Trends

November 2023 (Q4)

January 2024

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 programmes 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 must be produced.

The National Institute of Statistics of Rwanda introduced the labour force survey (LFS) program 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 provide data on the structure and trends of labour force, employment, and unemployment as well as other related labour market statistics for the implementation and evaluation of economic and social policies related to employment creation, income generation, skills development, and related decent work policies.

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 present report is for the fourth quarter (Q4) of the year 2023 whose data collection was conducted in November 2023.

NISR congratulates all those who contributed in one way or the other in this exercise. In particular, NISR expresses its gratitude to the survey coordinators, supervisors, Analysts, team leaders, interviewers, drivers, and respondents for their valuable time that made this survey possible.

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 LFS rounds to contribute to enhancing Rwandans' Economic development.

MURANGWA Yusuf
Director General of NISR

Executive summary

The Quarterly Labour Force Survey (QLFS) is a household-based sample survey conducted by the National Institute of Statistics of Rwanda (NISR). It collects data on the labour market activities of individuals aged 14 years and older who live in private households in Rwanda though only persons aged 16 years and above are covered for reporting. In this report, the survey results are mainly compared for November 2022, February 2023, May 2023, August 2023 and November 2023. However, some tables and graphs are presented with more observed data points of the labour force surveys.

In November 2023 (Q4), the working age population (16 years and above) was around 8.1 million of whom 4,074,629 were employed, 825,577 were unemployed, and 3,263,040 were out of labour force. The sum of employed and unemployed population gives the population in labour force equivalent to 4,900,206 persons. The proportion of working age population who were in the labour force increased to 60 percent in November 2023 (Q4) compared to 58.7 percent in November 2022(Q4). The proportion of the working age population outside the labour force decreased to 40 percent in November 2023(Q4) as compared to 41.3 percent in November 2022(Q4).

The share of subsistence agriculture in population outside labour force was 46.7 percent in November 2023(Q4). It increased by 11.4 percentage points as compared to 35.3 percent observed in November 2022(Q4). The sum of employed population (4,074,629 persons) and subsistence agricultural without employment (1,997,374 persons) gives the estimate number of workforce[1] in November 2023(Q4) equivalent to 6,072,003 persons. Therefore, in November 2023(Q4), the proportion of working age population engaged in employment or subsistence agriculture was 74.4 percent which increased as compared to the observed proportion one year back in November 2022 (65.9 percent).

The employment-to-population ratio increased to 49.9 percent in November 2023(Q4) as compared to 44.4 percent in November 2022 (Q4). In November 2023 (Q4), the number of employed populations increased by about 503,393 persons as compared to the same quarter one year back (November 2022) indicating an increase of 14 percent.

The sectors that had a high gain of the number of workers in absolute terms are, Agriculture forestry and fishing (+267,023 workers), Wholesale and retail trade; repair of motor vehicles and motorcycles (+114,431 workers), Accommodation and food services activities (+ 47,756 workers), Manufacturing (+37,703) and activities of households as employers (+33,717 workers). On the other hand, Construction sector lost a considerable number of workers (-45,550) when comparing November 2022 (Q4) to November 2023 (Q4).

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[1] This number exclude own-use production in unpaid services, unpaid trainees, and volunteer workers.

The November 2023(Q4) results revealed that the share of paid employees in the total employment decreased to 69.5 percent as compared to 72 percent in November 2022(Q4). The share of self-employed persons increased to 26.4 percent from 24.4 percent in November 2022(Q4).

In November 2023 (Q4), the unemployment rate (16.8 percent) decreased as compared to the estimated value in November 2022 (24.3 percent). It remained relatively higher among females (20.1 percent) as compared to males (13.9 percent). It is also relatively higher among youth population aged 16 years to 30 years (20.3 percent).

Labour underutilization rate which accounts for unemployment, time-related underemployment and potential labour force decreased to 54.2 percent in November 2023(Q4) from 59.0 percent in November 2022(Q4). The labour underutilization rate was remarkably higher among females (60.6 percent) as compared to males (47.5 percent) in November 2023.

Rwanda Labour force survey, November 2023(Q4) Summary labour force indicators

Working age population 16 years old and over 8,163,246 persons							
Outside the labour force (Not employed nor unemployed) 3,263,040 persons **Out of LF rate: 40.0 %**			Labour force (The sum of employed and unemployed) 4,900,206 persons Labour force participation rate 60 .0%				
Subsistence agriculture	Exclusively students	Other outside LF (Elderly, disable, discouraged job seekers...)	Employed (All who worked for pay or profit) 4,074,629 persons **Employment to population ratio: 49.9 %**			Unemployed (All not employed but seeking and available to work for pay or profit) 825,577 persons **Unemployment rate: 16.8%**	
			Agriculture excluding subsistence foodstuff production	Industry	Services	Unemployed but engaged in subsistence agriculture.	Other unemployed
46.7%	**23.3%**	**30.%**	**46.2 %**	**14.3 %**	**39.4 %**	**57.3 %**	**42.6 %**
Potential labour force 1,294,745	**Other out of labour force 1,968,295**		**Time related underemployed 1,235,737**	**Other employed 2,838,892**			
Labour underutilization (**3,356,059 persons**): Unemployed (**825,577**) + Time-related underemployed (**1,235,737**) + Potential labour force (**1,294,745**) Composite measure of labour underutilization (**54.2%**)							

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2023(Q4)

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Chapter 1: Introduction

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 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.

In 2020, there was a change in the methodology and techniques of data production not only in Rwanda but also all over the World due to the covid-19 pandemic. The pandemic was identified for the first time in Rwanda in mid-March 2020 and different preventive measures including lockdowns were taken. Despite the pandemic, the labour force Survey continued to be conducted on a quarterly basis with some adjustments to cope with covid-19 prevention measures. It is in this context that NISR introduced the telephone interviews in May 2020(Q2) and was used in all rounds of LFS except for August 2020 till November 2022. Since February 2023 a new sampling design using 2-2-2 rotational design to improve the precision in quarter-to-quarter comparison was introduced and the face-to-face data collection method was resumed. The current findings are for the fourth quarter of LFS 2023 that was conducted in November 2023.

The main objective of the survey is to provide data on the structure and trends of labour force, employment, and unemployment as well as other related labour market statistics for the implementation and evaluation of economic and social policies related to employment creation, income generation, skills development, and related decent work policies.

The current quarterly Labour Force survey is designed according to a two-stage stratified design with a rotation scheme. At the first stage of sampling, a stratified sample of 288 census enumeration areas, called primary sampling units (PSUs) are drawn from the 2022 census sampling frame with probabilities proportional to size measured in terms of number of households according to the latest census of population. The strata are composed of the 30 administrative districts of the country, sub-divided into urban and rural areas. At the second stage of sampling, 16 households were selected from each of sampled PSUs with equal probabilities, after a fresh listing of the households in the new sample PSUs. All household members in the sample are then selected for survey interview. At the end of the data collection, the response rate was evaluated to 96.8 percent, which is 1.7 percentage points less than the previous quarter (98.5 percent).

The focus of the present report is the analysis of trends of employment and labour underutilization including unemployment at the national level by selected demographic and socioeconomic characteristics such as sex, age group, educational attainment, etc. In the present report, the results of November 2023(Q4) labour force survey are mainly compared with November 2022(Q4) and August 2023(Q3). However, in some sections, the tables or figures are presented with the additional time series including results of all quarters of the year from 2019 to 2023.

The resulting estimates of the main labour force indicators at the national level have the standard errors of about 0.8 percent.

The survey results analysed in this report are presented into seven chapters including this introduction. The other chapters cover the following: Trend of main indicators, labour force participation, employment, unemployment and labour underutilization, population outside labour force and work in agriculture.

Chapter 2: Trends of main indicators

The present chapter provides information on the trends of the main labour force indicators since November 2019. The different Labour Force survey rounds results are compared to have the time series of the main indicators such as Working age population, Labour force participation rate, Employed to population ratio, unemployment rate, and labour underutilisation rate.

2.1 Working age population.

The labour force constituted 60 percent of the working age population in November 2023(Q4). It increased by 1.3 percent as compared to November 2022(Q4) and remained almost the same as compared to the previous quarter August 2023(Q3).

The LFS results indicate that the population outside the labour force was 3,263,040 in November 2023(Q4). It decreased by 1.8 percent as compared to the same quarter one year back (November 2022) and slight remained stable as compared to the previous quarter (August 2023). The population in working age who were outside the labour force and involved in subsistence agriculture (Food producers) was estimated at 46.7percent.

Students who are not involved in any economic activity make another important component of the population outside the labour force. Their number was estimated at 759,720 corresponding to 23.3 percent of the population outside the labour force. The proportion of students outside the labour force and not involved in any economic activity decreased by 3.0 percentage points in November 2023 as compared with the same quarter one year back and increased by 4.4 percentage points as compared to the previous quarter August 2023(Q3).

The remainder of working age population outside the labour force consists of elderly persons, disables, discouraged jobs seekers, etc. Their total number was estimated at 979,407 in November 2023(Q4). Its share decreased by 8.4 percentage points in November 2023(Q4) as compared to 38.4 percent of November 2022(Q4) and 13.5 percentage points as compared to 43.5 percent of August 2023(Q3).

Figure 2. 1: Trend of the main component of the working age population (, 000s)
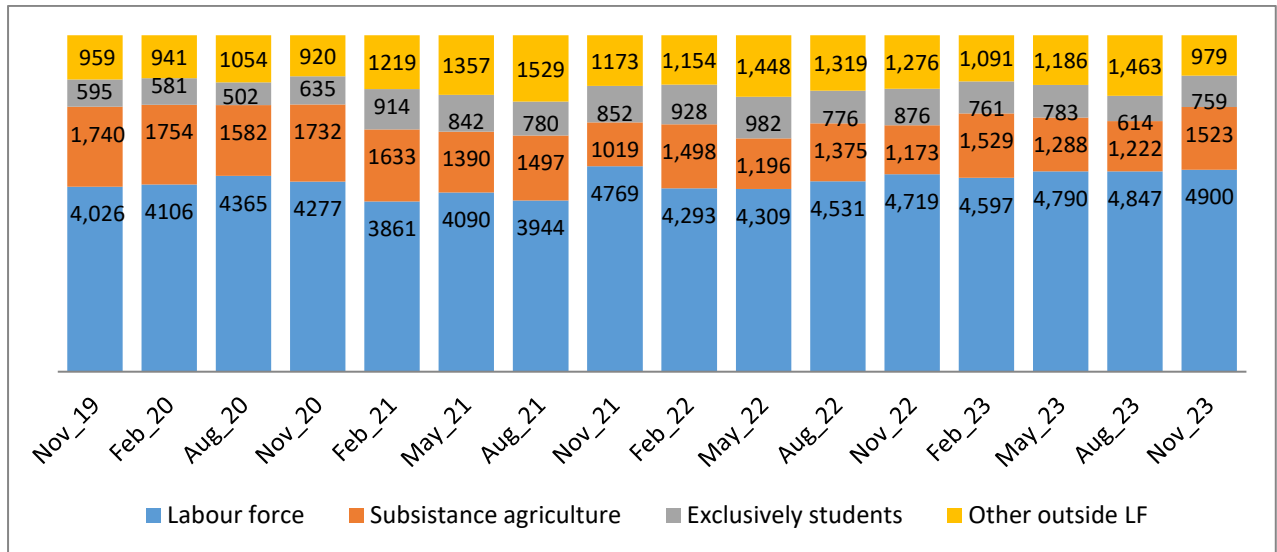
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

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

Figure 2.2 illustrates the trends of some key labour market indicators. In November 2023 (Q4), the unemployment rate decreased to 16.8 percent from 18.0 percent estimated in the previous quarter. In comparison with the situation one year earlier the unemployment rate decreased by 7.5 percentage points from 24.3 percent observed in November 2022.

The employment-to-population ratio (EPR), 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 analysis of employment trends shows that in November 2023(Q4), the estimated number of employed population was 4,074,629 persons while it was 3,571,236 in November 2022, indicating an annual increase of 14.1 percent. In comparison with the previous quarter, the estimated number of employed population increased by 2.5 percent.

The employment-to-population ratio increased to 49.9 percent in November 2023 (Q4) as compared to 44.4 percent observed in the same quarter one year earlier (November 2022) and slightly increased as compared to the previous quarter (49.0 percent in August 2023 (Q3)).

According to the results of the LFS presented in Figure 2.2, the labour force participation rate was 60 percent in November 2023(Q4). In comparison with the situation of the same quarter one year earlier (November 2022), the labour force participation rate increased by 1.3 percentage points, and it was stable as compared the one recorded in the previous quarter (59.8 percent).

Figure 2. 2: Trend of the main labour force indicators
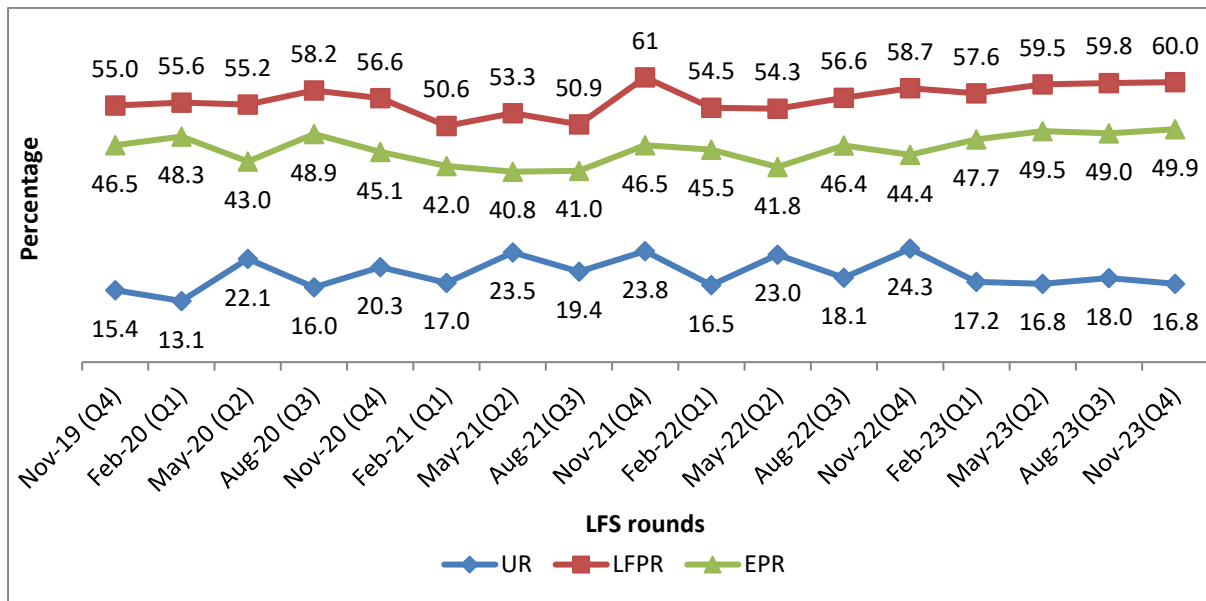
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)
UR=Unemployment rate, EPR=Employment-to-population Ratio, LFPR=Labour Force Participation Rate

2.3 Population outside labour force

Figure 2.3 presents the trend of the proportion of the working age population who was outside the labour force according to different categories. The results show that the proportion of the working age population outside the labour force recoded in November 2023 (Q4) was 40 percent, which is 1.3 percentage points lower than the estimated value in the same quarter one year earlier (November 2022). Compared to the previous quarter, the proportion of working age population who were out of labour force remained the same.

Among the components of population out of labour force; Available non-job seekers constitute a substantial category. In Rwanda, most of the population in this category are mainly subsistence farmers. The proportion of working age population falling in this category in November 2023(Q4) increased by 1.4 percentage points compared to the estimate of the same quarter one year back (November 2022) and the decrease of 2.3 percentage points as compared to the previous quarter (August 2023).

An important sub-category of the available non-job seekers is the discouraged jobseekers, i.e., those outside the labour force who did not "seek employment" for labour market-related reasons (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). The proportion of discouraged jobseekers among the working age population increased to 11.2 percent in November 2023(Q4) from 9.9 percent observed the same quarter one year back (November 2022) and decreased as compared to the proportion observed in August 2023(Q3) (12.9 percent).

Figure 2. 1: Trend of the ratio of population outside labour force to working age population.
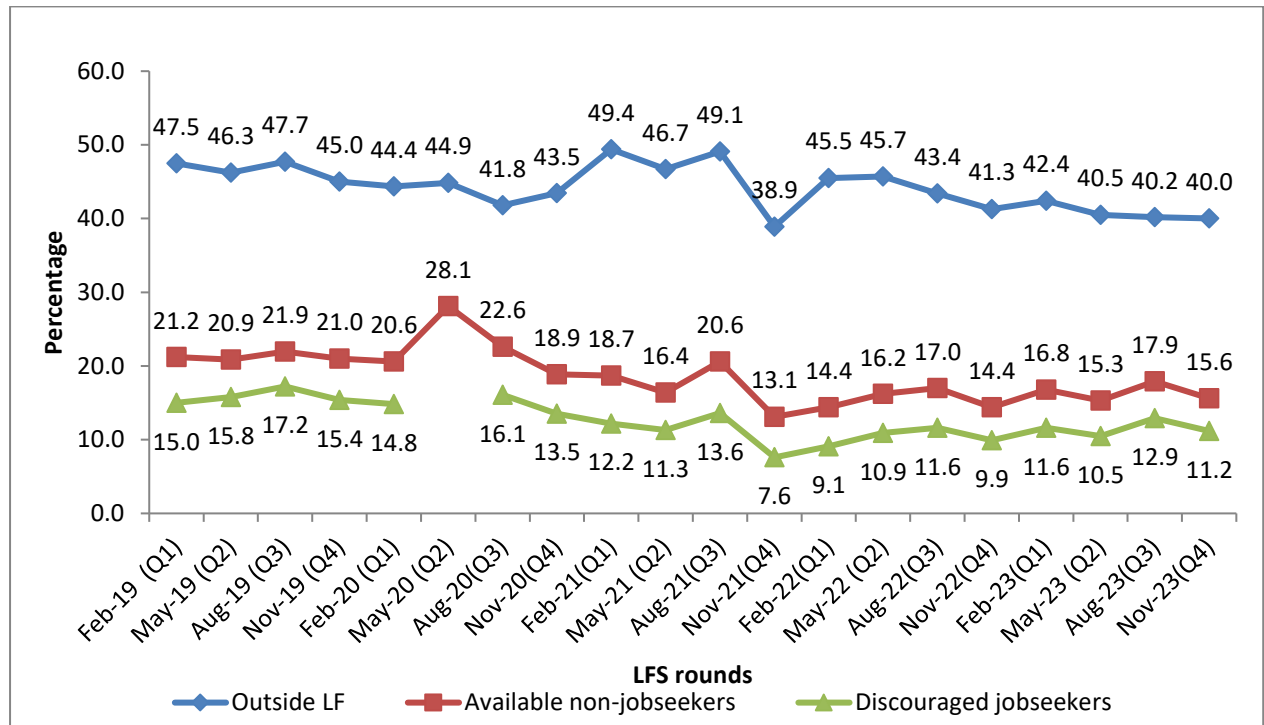
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Chapter 3: Labour Force Participation

3.1 Labour force participation among males and females

The labour force participation rate, which is the ratio of the labour force to the working age population expressed in percentage terms, stood at 60 percent in November 2023(Q4) as compared to 58.7 percent in November 2022(Q4), indicating an increase of 1.3 percentage points. The observed increase during this period is higher among females (1.7 percentage points) than among males (1.1 percentage points). The results show a decrease of 2.1 percentage points rate of labour force participation rate among male and an increase of 2.2 percentage points among female as compared to the previous quarter.

Generally, the labour force participation rate is higher among male population than the female population over time. The gender gap in labour force participation rate was around 13.9 percentage points in November 2023(Q4) and it slightly decreased as compared to the situation of the same quarter one year back.

Figure 3. 1: Labour force participation rate by sex
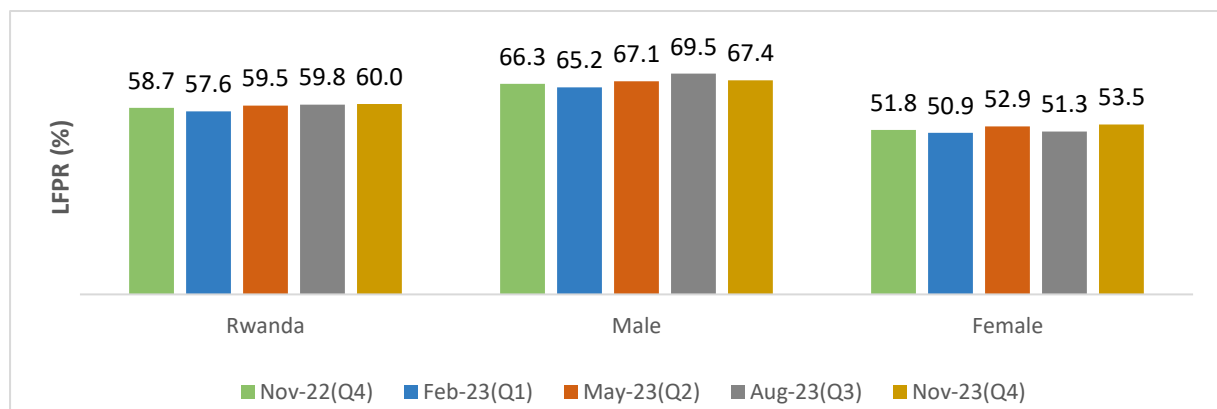
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.2 Labour force participation and education

The analysis of the labour force participation rate by educational attainment shows that the labour force participation rate was higher among those with relatively higher levels of education compared to those with lower levels of education over time. A comparison of November 2023(Q4) with November 2022(Q4) shows an increase of labour force participation rate among those with no attained level of education, primary and lower secondary level of education while for Upper secondary and university levels, the labour force participation rate decreased during the same period. The highest increase was observed among holders of lower secondary level of education (3.3 percentage points).

The comparison of the results of the current quarter with the previous quarter shows that there was significant decrease of labour force participation rate among holders of lower secondary (5 percentage points).

Figure 3. 2: Labour force participation rate by level of education
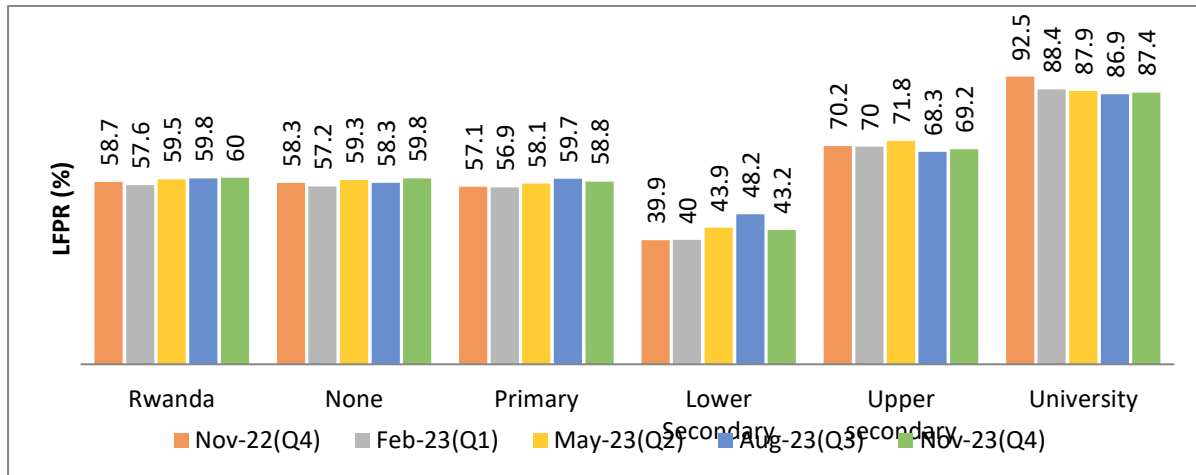
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.3 Labour force participation by age group

In November 2023(Q4), the labour force participation rate among youth aged 16 to 30 years was 57.3 percent. It significantly increased by 3.3 percentage points as compared to the same quarter one year back (November 2022) while it remained stable in higher age groups depicted in the graph below in the same period. Compared to the previous quarter, the labour force participation rate among youth decreased by 1.4 percentage points while it increased by 1.4 percentage points, and 1.8 percentage points for age groups 31-55 years and 55 years and above respectively.

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

Figure 3. 3: Labour force participation rate by age group
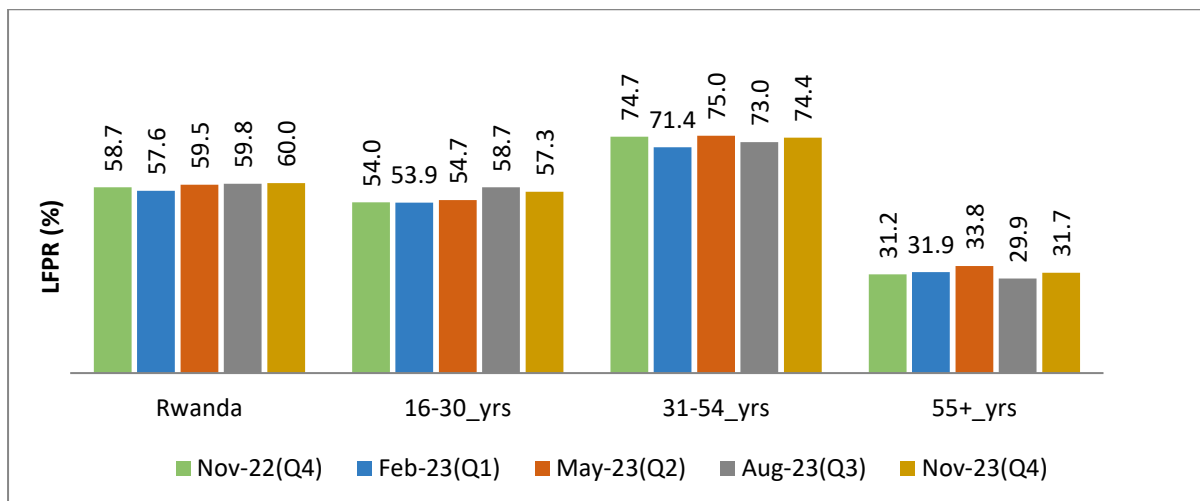
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

3.4 Labour force participation and area of residence

Labour force participation rate by area of residence (urban and rural) was revealed to be high in urban areas compared to rural areas. This may be attributed to the diversity of job opportunities in urban areas as compared to rural areas where the number of employment opportunities is limited, and most people are involved in subsistence agriculture. The gap between the labour force participation rate in urban and rural areas increased from 10 percentage points in November 2022(Q4) to 11.5 percentage points in November 2023(Q4).

The comparison of November 2023 (Q4) and November 2022(Q4) reveals that the labour force participation rate increased by 1.4 percentage points in urban areas and remained stable in rural areas. The comparison of November 2023(Q4) and August 2023(Q3) shows that the labour force participation rate remained almost unchanged in both urban and rural.

Figure 3. 4: Labour force participation rate by area of residence
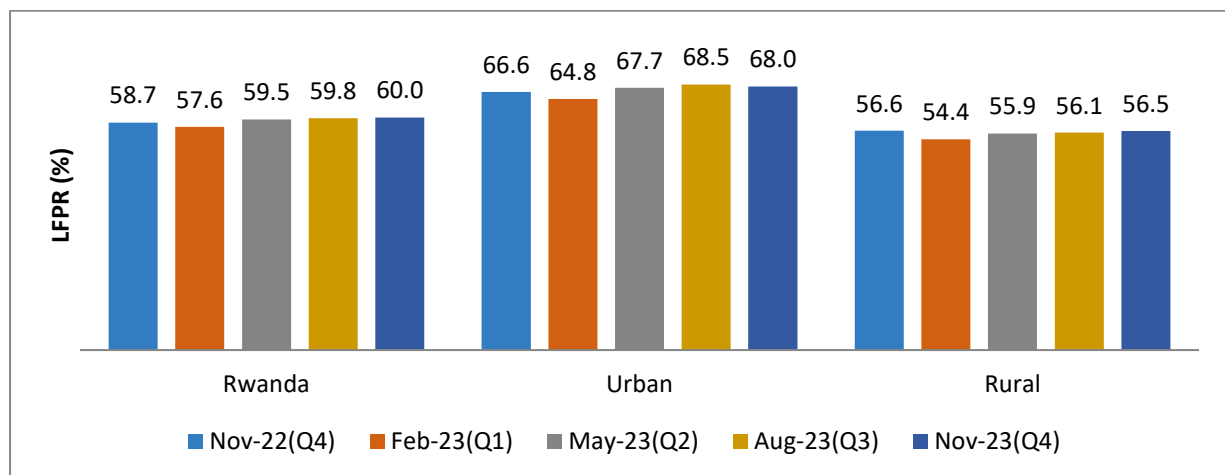
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Chapter 4: Employment

According to the recent international standards, persons of working age are classified as employed if, during a short reference period of 7 days or one week, (i) they did some work (even for just one hour) for profit or pay, in cash or in kind; or (ii) they were attached to a job or had an enterprise from which they were 'temporarily' absent during this period.

4.1 Employment to population ratio (EPR)

Aggregate employment generally increases with growing population. Therefore, the EPR is a measure of the extent to which the economy is providing income-generating jobs for persons who are of working age. It thus gives an indication of the demand for labour in the economy, in terms of the quantity of workers. An increase in the employment-to-population ratio is often regarded as an indicator of economic acceleration and an increase in total employment as an indicator of economic stability. In November 2023 (Q4), the Employment-to-population ratio was 49.9 percent which is 5.5 percentage points higher than the observed rate in November 2022. The employment to population ratio increased by 7 percentage points in urban areas and by 3.7 percentage points in rural areas in the same period.

It is observed that the employment-to-population ratio is generally higher in urban areas as compared to rural areas in all rounds of the labour force survey. The gap between the employment-to-population ratio between urban and rural areas remained significant in November 2023(Q4) (11.1 percentage points) and it increased as compared by November 2022(Q4).

Figure 4. 1: Employment to population ratio (EPR) by area of residence.
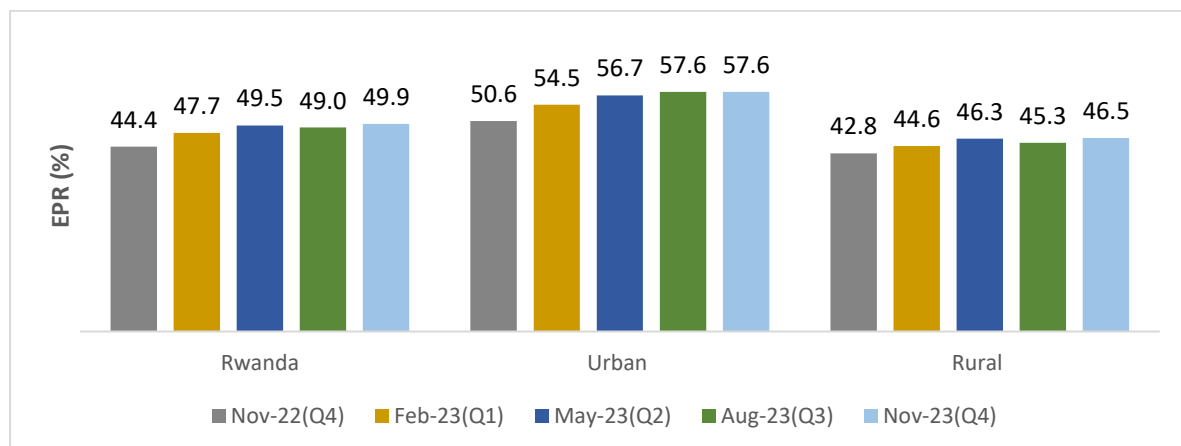
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 4.2 shows the trend in the employment-to-population ratio for the male and female separately. It is informative to note that there is a high gap between the employment-to-population ratio of males and females over time. In November 2023 (Q4) the employment-to-population ratio increased by 5.5 percentage points among both males and females as compared to November 2022(Q4). The gender gap in employment

to population ratio in November 2023(Q4), remained significant and stable (15.3 percentage points) as compared to the situation in the same quarter one year earlier. A comparison between the current quarter and the previous quarter (August 2023(Q3)) shows that the employment to population ratio decreased by 1.2 percentage points among males while it increased by 2.6 percentage points among females.

Figure 4. 2: Employment to population ratio by sex
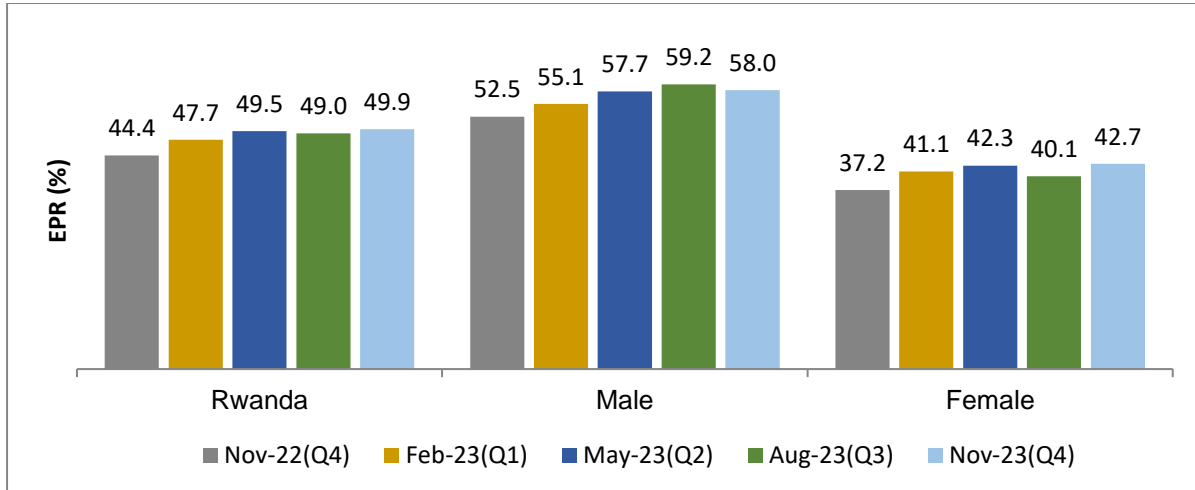
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

4.2 Status in employment

The results in Table 4.1 below reveal that, in November 2023(Q4) the number of employed populations increased by around 14.1 percent as compared to November 2022(Q4). It is observed that the category of employees and paid apprentices recorded the highest share of employment across all rounds of the labour force survey followed by own-account workers, contributing family workers, employers, and member of cooperatives. In November 2023 (Q4), the number of employees and paid apprentices increased by 10.1 percent as compared to November 2022(Q4). The number of employers and the number of Own account worker (without regular employees) increased by 67 percent and 23.3 percent respectively. The number of Contributing family workers increased by 25 percent.

Table 4. 1: Distribution of employed population by status in employment.

Status in employment	22-Nov	23-Feb	23-May	23-Aug	23-Nov	% Change Nov22-Nov23
Total	**3,571,236**	**3,803,942**	**3,984,502**	**3,972,193**	**4,074,629**	**14.1%**
Employee and paid apprentices	2,571,462	2,663,932	2,746,632	2,664,454	2,830,375	**10.1%**
Employer (with regular employees)	30,837	63,583	31,325	56,128	51,491	**67%**
Own account worker (without regular employees	870,824	965,238	1,085,947	1,145,229	1,073,887	**23.3%**
Member of cooperative	**5,023**	7,125	10,131	5,234	2,517	**-49.9%**
Contributing family worker	93,090	104,063	110,467	101,147	116,359	**25%**

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

Figure 4.3 shows the distribution of employed population according to the status of employment. It reveals that the share of employees and paid apprentices in November 2023(Q4) was 69.5 percent while it was 26.3 percent for Own account workers. Compared with November 2022(Q4), the share of employees decreased by 2.5 percentage points while it increased by 1.9 percentage points among own account workers.

Figure 4. 3: Distribution of employed population by status in employment.
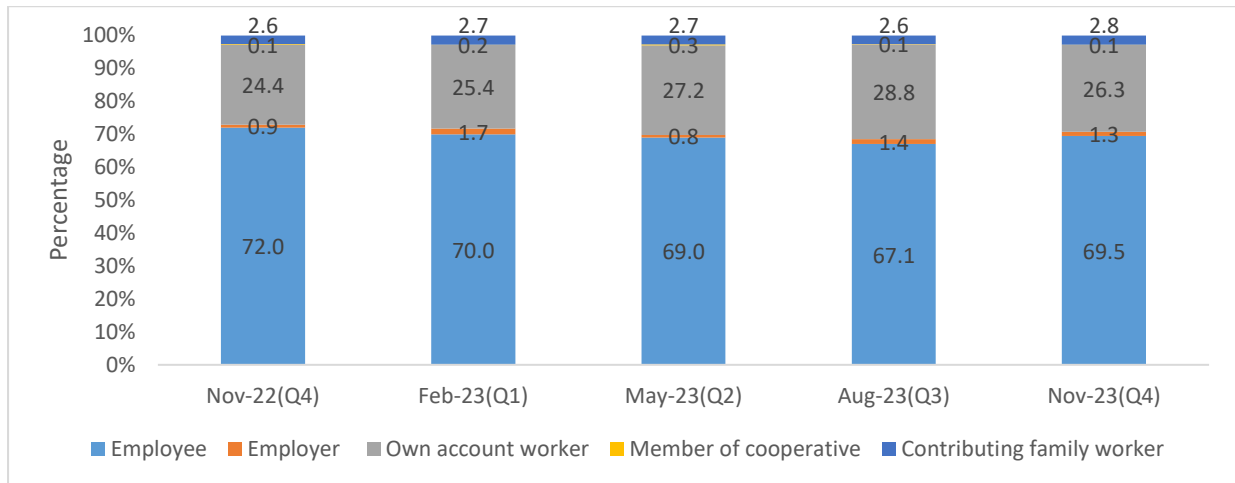
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

4.3 Main occupation

The table below presents the number of employed persons by occupation and its change over time. The comparison of November 2023 (Q4) with November 2022(Q4) reveals that there was a gain of employment in all occupation groups except for Craft and related trades workers which remained almost stable: Skilled agricultural forestry and fishing (+ 54.3 percent), Managers (+41.1 percent), Service and sales workers (+39.7 percent), Clerical support workers (+29.3 percent), Technicians and associate professionals (+27.8percent), Professionals (+19 percent), Elementary occupations (+5.7 percent) and Plant and machine operators and assemble (+1.4 percent).

Table 4. 2 Number of employed persons by occupation.

Major Occupation Group	22-Nov	23-Feb	23-May	23-Aug	23-Nov	% Change Nov 22-Nov 23
Total	3,571,236	3,803,942	3,984,502	3,972,193	4,074,629	14.1%
Managers	41,033	30,859	31,368	37,810	57,890	41.1%
Professionals	249,863	201,663	215,755	258,664	297,451	19.0%
Technicians and associate professionals	35,240	27,387	31,921	28,881	45,022	27.8%
Clerical support workers	28,383	34,208	31,084	29,595	36,707	29.3%
Service and sales workers	513,042	675,104	716,338	720,745	716,886	39.7%
Skilled agricultural forestry and fishing	173,397	211,343	234,544	184,423	267,598	54.3%
Craft and related trades workers	291,008	284,643	304,435	365,960	290,690	-0.1%
Plant and machine operators and assemble	103,208	105,915	107,748	109,949	104,627	1.4%
Elementary occupations	2,136,062	2,232,821	2,311,310	2,236,166	2,257,758	5.7%

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

The percentage distribution of employed population by occupational categories as presented in table 4.3 below shows that Elementary Occupations (55.4 percent) usually registered a highest share, followed by Service and Sales Workers (17.6 percent), Professionals (7.3 percent) and then Craft and Related Trades Workers (7.1 percent) among others. The comparison of November 2023 (Q4) with the same quarter in 2022 shows that the distribution increased among Service and sales workers (+3.2 percentage points) and Skilled Agricultural, Forestry and Fishery Workers (+1.7 percentage points), while for elementary occupations and Craft and Related Trades Workers, it decreased by -4.4 percentage points and -1.1 percentage points respectively. For other remaining occupations, the distribution was stable.

Table 4. 3: Percentage distribution of employed population by major occupation group.

Major Occupation Group	22-Nov	23-Feb	23-May	23-Aug	23-Nov	Change in % Nov 22 - Nov 23
Total employed ('000)	3,571	3,803	3,984	3,972	4,074	
Total (percent)	100	100	100	100	100	0
Managers	1.2	0.8	0.8	1	1.4	0.2
Professionals	7	5.3	5.4	6.5	7.3	0.3
Technicians and Associate Professionals	1	0.7	0.8	0.7	1.1	0.1
Clerical Support Workers	0.8	0.9	0.8	0.7	0.9	0.1
Service and Sales Workers	14.4	17.7	18	18.1	17.6	3.2
Skilled Agricultural, Forestry and Fishery Workers	4.9	5.6	5.9	4.6	6.6	1.7
Craft and Related Trades Workers	8.2	7.5	7.6	9.2	7.1	-1.1
Plant and Machine Operators and Assemblers	2.9	2.8	2.7	2.8	2.6	-0.3
Elementary Occupations	59.8	58.7	58	56.3	55.4	-4.4

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

4.4 Main Economic activity

According to the results presented in Table 4.4 below, the bulk of employed population were engaged in Agriculture, forestry, and fishing (46.2 percent) in November 2023(Q4). Other sectors that employed a substantial number of population were Wholesale and retail trade; repair of motor vehicles and motorcycles (12.1 percent), Construction (7.5 percent); Manufacturing (5.2 percent), Transportation and storage (4.9 percent); Education (4.7 percent), and Activities of households as employers (4.4 percent).

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

ISIC High level	22-Nov	23-Feb	23-May	23-Aug	23-Nov
Agriculture forestry and fishing	45.3	46.3	44	37.4	46.2
Mining and quarrying	1.8	1.1	1.1	1.3	1.5
Manufacturing	4.8	5.1	5.5	6.2	5.2
Electricity gas stream and air condition	0.1	0.2	0.2	0.1	0.1
Water supply, gas and remediation services	0.2	0.1	0.1	0	0.1
Construction	9.8	8.1	9.5	14	7.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.6	13	13.4	13.7	12.1
Transportation and storage	5.9	5.4	6.4	6.7	4.9
Accommodation and food services activities	2.6	2.9	2.9	3	3.5
Information and communication	0.1	0.4	0.2	0.3	0.2
Financial and insurance activities	0.7	0.8	0.9	1	1.1
Real estate activities	0.1	0.2	0.2	0.1	0.1
Professional, scientific, and technical	0.8	0.9	0.5	0.4	0.8
Administrative and support activities	1.9	2.7	1.8	1.7	1.7
Public administration and defence; compulsory social security	1.6	1	1.5	1.5	1.6
Education	5	3.8	4.1	4.1	4.7
Human health and social work activities	1.4	1.3	0.8	1	1.4
Arts, entertainment, and recreation	0.1	0.3	0.2	0.2	0.3
Other services	3	2.7	2.8	2.9	2.6
Activities of households as employers	4	3.9	3.9	4.3	4.4
Activities of extraterritorial organization	0.1	0.1	0.1	0.1	0.1

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

The number of employed populations increased by about 503,393 persons in November 2023 (Q4) as compared to the same quarter one year back (November 2022). The sectors that had a high gain of the number of workers in absolute terms are, agriculture forestry and fishing sector (+267,023 workers), Wholesale and retail trade; repair of motor vehicles and motorcycles (+114,431 workers), Accommodation and food services activities (+47,756 workers), Manufacturing (+37,703) and Activities of households as employers (+33,717 workers) among others. On the other hand, construction lost a considerable number of workers (-45,551).

Table 4. 5: Number of employed persons by economic activity.

Branch of economic activity	22-Nov	23-Feb	23-May	23-Aug	23-Nov	Change (Nov 22-Nov 23)
Total	**3,571,236**	**3,803,942**	**3,984,502**	**3,972,193**	**4,074,629**	**503,393**
Agriculture forestry and fishing	1,616,544	1,760,605	1,751,283	1,484,855	1,883,567	267,023
Mining and quarrying	65,304	40,519	43,549	53,320	62,486	-2,818
Manufacturing	172,259	195,191	219,500	246,543	209,962	37,703
Electricity gas stream and air condition	4,654	6,697	7,320	2,170	5,324	670
Water supply, gas and remediation services	5,567	5,279	1,965	1,415	2,114	-3,453
Construction	349,928	307,229	379,411	554,443	304,377	-45,550
Wholesale and retail trade; repair of motor vehicles and motorcycles	376,880	492,726	535,188	544,568	491,311	114,431
Transportation and storage	210,487	203,586	254,797	266,214	201,361	-9,126
Accommodation and food services activities	94,045	110,540	115,887	120,420	141,801	47,756
Information and communication	4,275	16,195	9,332	11,974	8,119	3,844
Financial and insurance activities	25,775	29,107	35,691	38,239	44,063	18,287
Real estate activities	4,954	5,813	5,818	2,998	5,278	324
Professional, scientific, and technical	27,121	32,569	19,971	16,758	32,106	4,985
Administrative and support activities	68,620	101,344	72,425	66,254	70,167	1,546
Public administration and defence; compulsory social security	55,676	38,676	59,973	61,046	64,675	8,999
Education	179,074	144,661	161,895	163,651	189,779	10,705
Human health and social work activities	51,150	49,639	32,456	37,856	58,766	7,615
Arts, entertainment, and recreation	4,978	10,836	8,157	8,321	10,493	5,515
Other services	105,396	101,569	111,160	116,604	105,853	457
Activities of households as employers	144,071	147,074	155,486	170,076	177,788	33,717
Activities of extraterritorial organization	4,479	4,089	3,239	4,468	5,240	762

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

4.5 Actual hours worked.

The Figure 4.4 below shows the average number of hours worked in the reference week. It is observed that the actual worked hours during the reference period in the current quarter increased by 30 minutes from November 2022(Q4) to November 2023(Q4). The increase of working hours happened among males (1 hour of increase) while it remained stable among females. It is remarkable that employed males are working around five hours higher than the number weekly hours worked by employed females.

Figure 4. 4: Average actual hours worked.
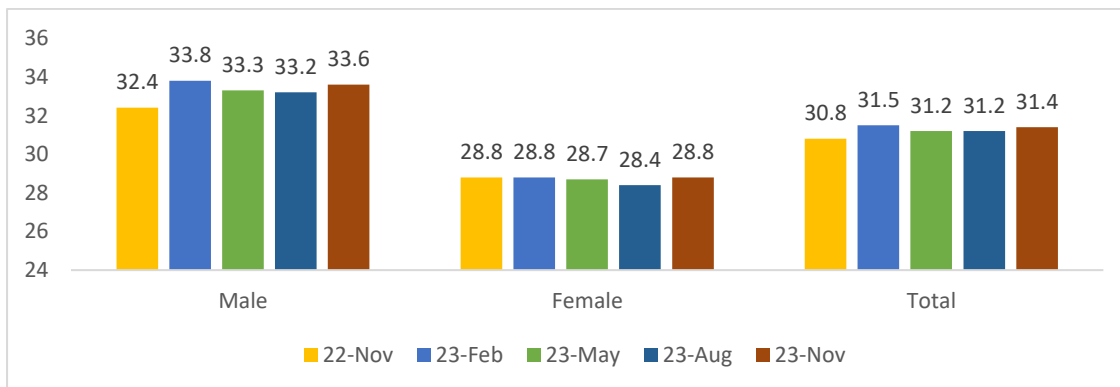
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey Series

Chapter 5: Unemployment and Labour Underutilization

Unemployment is a particular form of labour underutilization. It reflects the pressure on the labour market. 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 the potential labour force referring to population not in employment who express an interest in this form of work, but for whom existing conditions limit their active job search or their availability for employment.

5.1 Unemployment rate

The unemployment rate is defined as the ratio of the number of unemployed persons to the labour force. It is the most 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 Labour Force Survey results of the November 2023(Q4), the unemployment rate in Rwanda was 16.8 percent and significantly decreased compared to November 2022(Q4) (24.3 percent). The figure 5.1 below shows that the unemployment rate was higher among females (20.1 percent) as compared to males (13.9 percent) in November 2023(Q4); and there is a significant decrease of 8.2 percentage points of unemployment rate among females and 6.8 percentage points among males in comparison with observed estimates in November 2022(Q4). The analysis of the unemployment rate dynamics for males and females between November 2023(Q4) and August 2023(Q3) revealed a decrease of unemployment rate at the national level (1.2 percentage points) and among both males and females (0.9 percentage points and 1.8 percentage points respectively).

Figure 5. 1: Unemployment rate by sex.
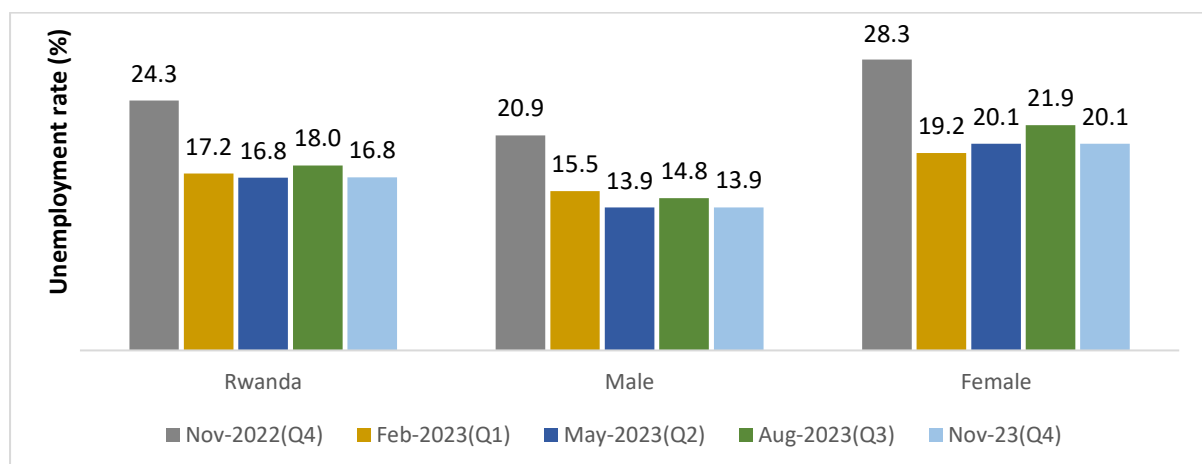
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 5.2 shows that in November 2023(Q4), the unemployment rate was higher among the population living in rural areas as compared to those living in urban areas of Rwanda (17.7 percent vs 15.2 percent respectively). The comparison between the current quarter with the same quarter in 2022 shows that the unemployment rate decreased by 6.6 percentage points among population living in rural areas and 9.2 percentage points among population living in urban areas of Rwanda.

 A comparison of the results of the current quarter and the previous quarter shows that the unemployment rate was almost stable in urban areas while it decreased by 1.5 percentage points in rural areas.

Figure 5. 2: Unemployment rate by area of residence.
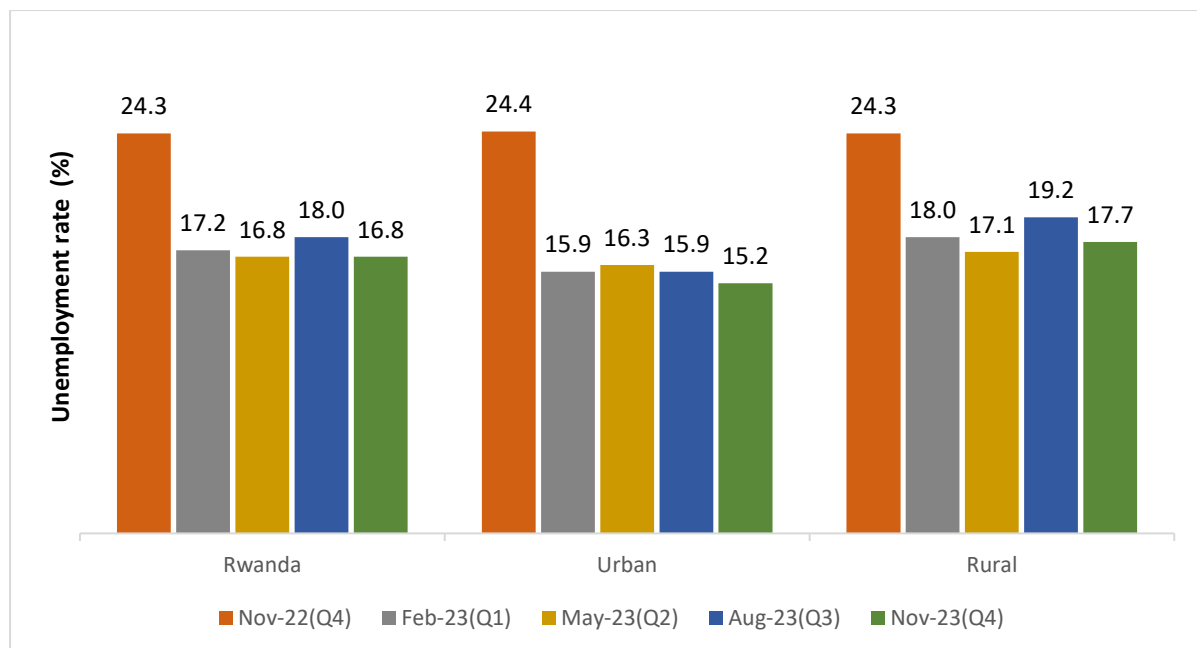
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 5.3 shows the trend of the unemployment rate among youth and adult population. In Rwanda, the youth population is defined as persons with 16 to 30 years of age. The results show that the unemployment rate among the youth has been relatively higher than the unemployment rate among adults over time. A comparison of the November 2023(Q4) results with the ones obtained one-year back shows that the unemployment rate decreased by 9.4 percentage points among youth population and by 6.1 percentage points among adults aged 31 years and over. The comparison of August 2023 (Q3) and November 2023 (Q4) reveals that the unemployment rate among the youth (16-30 years) was almost stable while it decreased by 1.5 percentage points among adults.

Figure 5. 3: Unemployment rate among youth and Adult
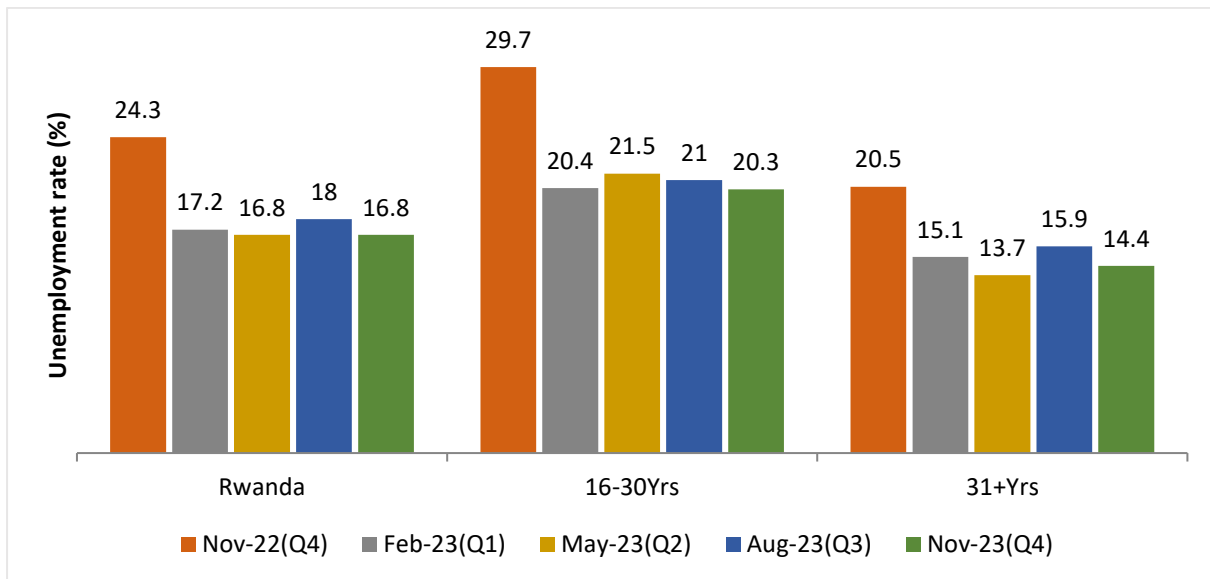
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The figure 5.4 below shows the trend of unemployment rate among selected age groups. In November2023 (Q4), the highest unemployment rate was observed among those aged 16 to 24 years old (23.1 percent), while the lowest rate was observed among those aged 45 years and above (12.1 percent). The comparison between November 2022(Q4) and November 2023(Q4) shows that the unemployment rate decreased regardless the age group. It decreased by 8.9 Percentage points for age group 16 to 24 years , by 7.4 percentage points (for the age group 25-44 years and by 6.1 percentage points among those aged 45 years old and above .

Figure 5. 4: Unemployment rate by selected age groups

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

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

Participation in employment, education or training is important for youth in their transition to the labour market and achieves self-sufficiency. To examine this issue, two age groups (16 to 24 years old) and (16 to 30 years old) are separately used in presenting the results in table 5.1. In November 2023 (Q4), the full count of young population aged 16 to 24 years old, who neither were in employment nor in education or training was 728,391 persons while among those aged between 16 and 30 years old, the NEET counts was 1,125,928 persons.

The share of youth (16 to 24 years old) neither in employment nor in education or training (NEET) stood at 30.4 percent in November 2023(Q4) and decreased by 5.6 percentage points at National level and among both young males and females of the same age group as compared to November 2022(Q4). In the same vein, a decrease of 8.4 percentage points and 3.6 percentage points was recorded among those living in urban areas and rural areas respectively.

The survey results also shows that the NEET rate among youth (16-30 years) was 31.5 percent in November 2023(Q4) with higher rate among females (38.4 percent) than among males (24.1percent). As regard to the area of residence, the rate was higher in rural areas (34.9 percent) than in urban areas (24.6 percent).

The comparison of the current NEET rate with the results of the same quarter one year earlier shows that the NEET rate decreased by 3 percentage points at national level and by 6.9 percentage points among young males while it remained almost the same among young females. A decrease of 5 percentage points of the NEET rate was also observed among young males living in urban.

Table 5. 1: Share of youth Not in Employment, Education or Training (NEET) by sex and area of residence

Age group	sex/ Residence	22-Nov	23-Feb	23-May	23-Aug	23-Nov	% change Nov 22. to Nov 23
16-24 years	Total	36	32.1	32.7	32.5	30.4	-5.6
	Male	29.9	28.5	29.4	27	24.3	-5.6
	Female	41.9	35.6	35.9	37.9	36.3	-5.6
	Urban	31.2	24.8	25.6	23.6	22.8	-8.4
	Rural	37.5	35.6	36	36.5	33.9	-3.6
16-30 years	Total	34.5	33.2	33.7	33.2	31.5	-3
	Male	31	27.4	27.3	24.7	24.1	-6.9
	Female	38	38.7	39.6	41.1	38.4	0.4
	Urban	29.6	26.1	27.4	25.5	24.6	-5
	Rural	35.8	36.8	36.9	37	34.9	-0.9

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

5.3. Labour Underutilization

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

The results presented in figure 5.5 shows that the composite measure of labour underutilization rate was 54.2 percent in November 2023(Q4) representing a decrease of 4.8 percentage points as compared to 59.0 percent recorded in November 2022(Q4). The labour underutilization rate was higher among females (60.6 percent) than among males (47.5percent). The comparison of the results in November 2023(Q4) and August 2023(Q3) shows that the labour underutilization rate decreased by around 1.6 percentage points at National level and by 3 percentage points among female population while it remained almost stable among males.

Figure 5. 5: Labour under-utilization rate by sex
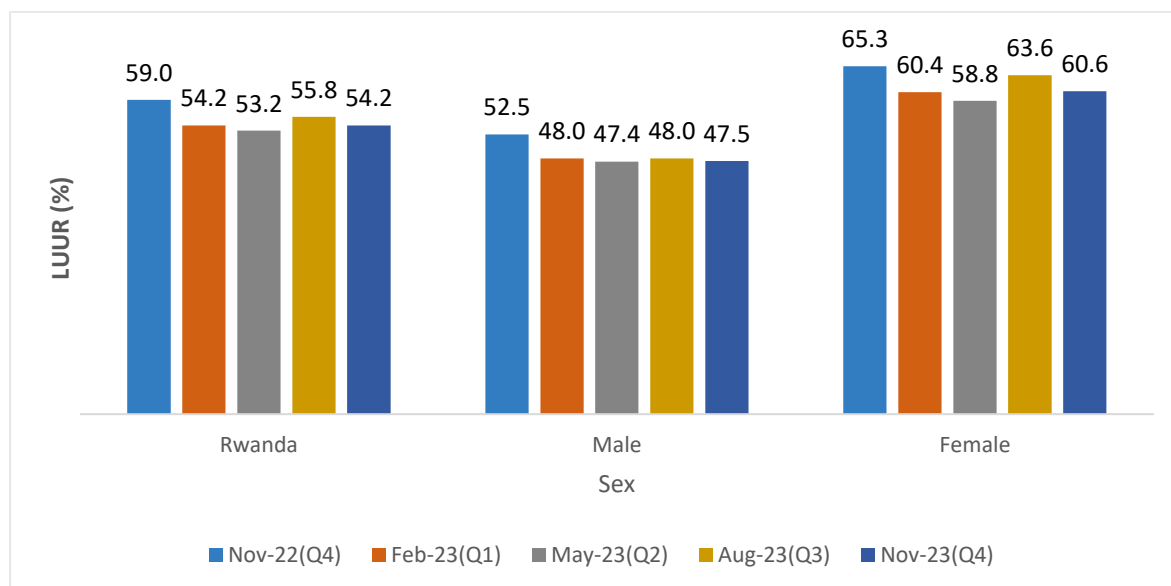
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The results presented in figure 5.6 below show that the labour under-utilization rate was higher among the population living in rural than those living in urban areas of Rwanda. The comparison of November 2023(Q4) and November 2022(Q4) reveals that the labour underutilization decreased by 1.7 percentage points among the population living in urban areas of Rwanda and 3.5 percentage points among population living in rural areas. A comparison of the labour underutilization rate in the current quarter with the previous

quarter reveals that it decreased by 1.6 percentage points at the national level and in rural areas and by 1.4 percentage points in urban areas.

Figure 5. 6: Labour under-utilization rate by area of residence.
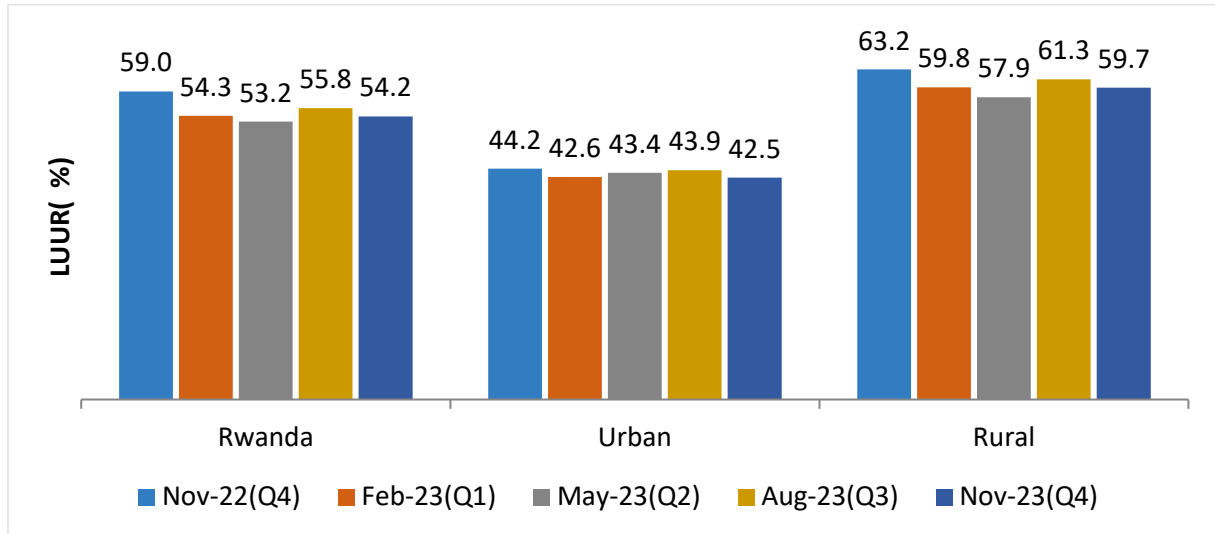
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Figure 5.7 presents the results of the labour underutilization rate by age group (youth and adults). It is observed that the labour underutilization rate decreased by 6.3 percentage points among youth population from 61.9 percent in November 2022(Q4) to 55.6 percent in November 2023(Q4) while it decreased by 3.8 percentage points among the adult population in the same period.

Figure 5. 7: Trend in labour underutilization rate by Youth and Adult.
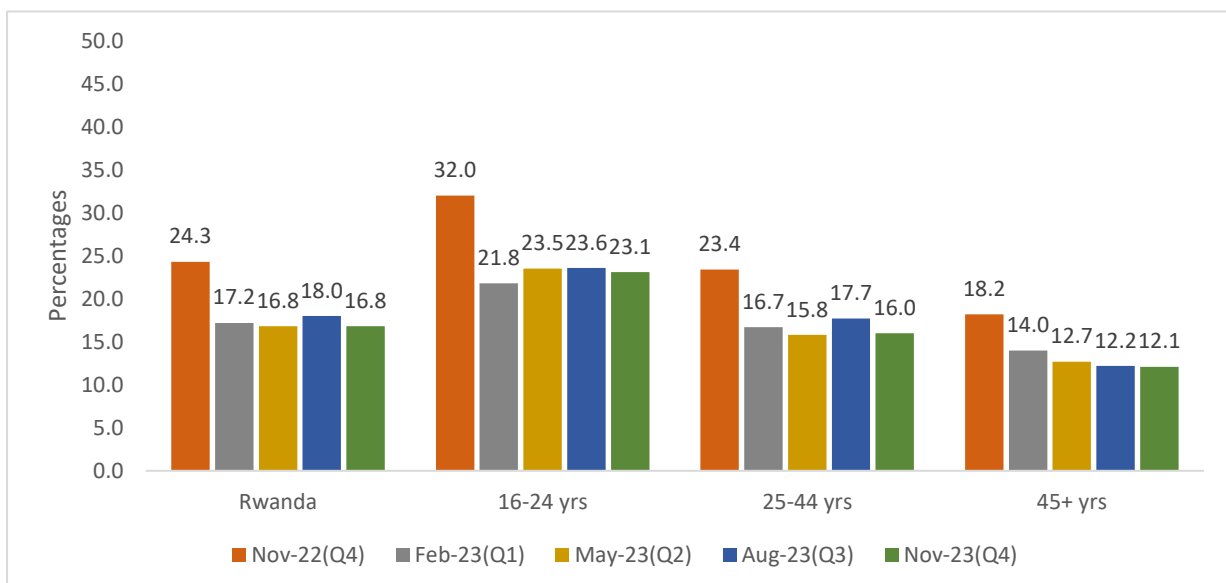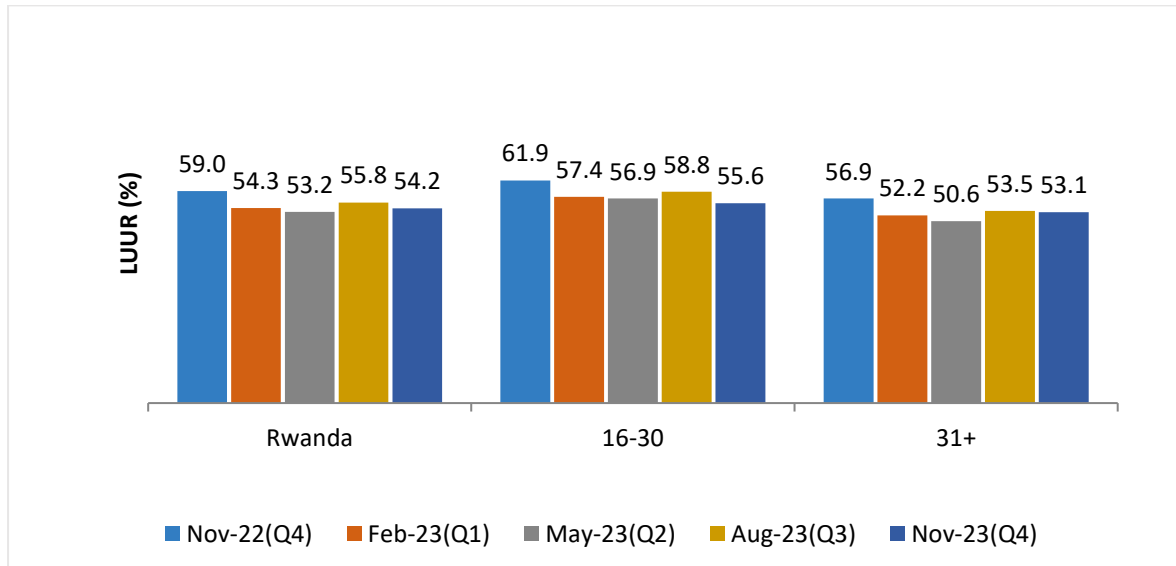

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

The survey results presented in figure 5.8 below, reveals that the labour underutilisation rate was higher among population in lower age group than among adult population. In November 2023(Q4), the labour underutilization rate was 57.2 percent among youth in age group 16-24 years, 53.4 percent among population aged 25-44 years, and 52.9 percent among those aged 45 years old and above. A comparison between November 2022(Q4) and November 2023(Q4) reveals that the labour underutilisation rate substantially decreased by 7.2 percentage points among youth aged 16-24 years old. In the same way, it decreased by 3.9 percentage points among both populations aged 25-44 years and 45 years and above respectively.

Figure 5. 8: Trend in labour underutilization rate by selected age group
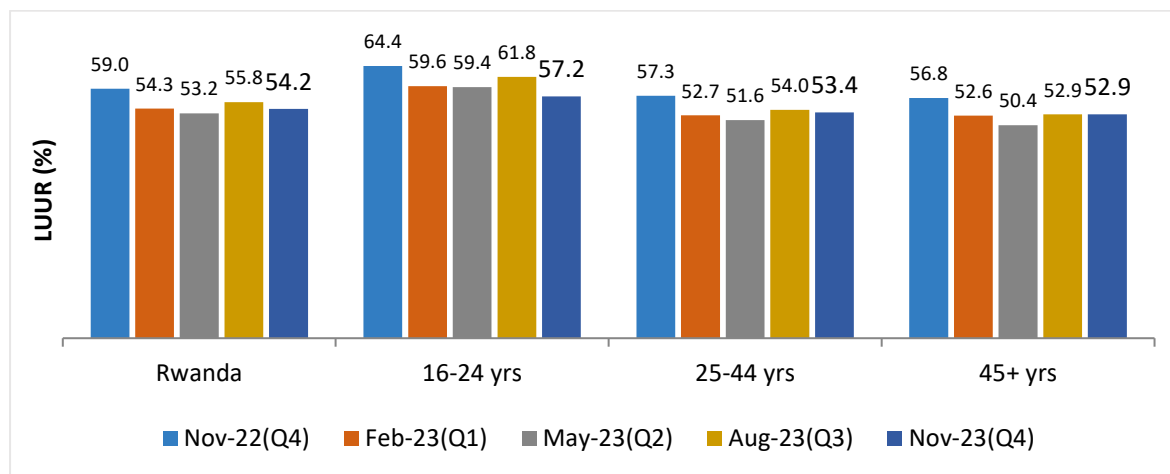
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Chapter 6: Population outside the Labour Force

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

The population outside the labour force stood at 40.0 percentage of the working age population. The comparison of the current population outside labour force with the estimated value in the same quarter one year back reveals that it decreased by 1.4 percentage points.

6.1 Main components of population outside the labour Force

The population outside labour force can be divided into three important components, namely, students, persons involved in subsistence agriculture and other outside labour force including largely population who are available to work but do not do anything to search for a job, retired persons, people unable to work because of illness or disability.

Table 6.1 presents the main components of population outside the labour force. The population outside the labour force who was engaged in subsistence agriculture represented 46.7 percent in November 2023 (Q4). Those who were exclusively classified as students represented 23.3 percent while the remaining part represented 30.0 percent. The comparison with the same quarter one year back reveals significant changes in both magnitude and distribution of the population outside labour force. The share of students decreased by 3 percentage points and the share of other outside labour force decreased by 8.4 percentage points. Meanwhile, the share of subsistence agriculture increased by 11.4 percentage points.

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

Main components	LFS rounds					% change Nov-22 to Nov -23
% Main components	22-Nov	23-Feb	23-May	23-Aug	23-Nov	
Count (,000)	3,324	3,380	3,258	3,253	3,263	-1.9
Total	100	100	100	100	100	100
Exclusively student	26.3	22.5	24.1	18.9	23.3	-3
Subsistence agricultural farmers	35.3	45.2	39.6	37.6	46.7	11.4
Other outside LFS	38.4	32.3	36.4	43.6	30	-8.4

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

6.2 Population outside the labour force by area of residence

The results in figure 6.1 below are about the percentage of population outside labour force as proportion of working age population at national level and in both urban and rural separately.

The comparison of November 2022(Q4) and November 2023(Q4) reveals that there was a decrease in the proportion of the population outside labour force evaluated to 1.3 percentage points at the National level, 1.4 percentage points in urban areas while it remained almost stable in rural areas. The comparison of November 2023(Q4) and August 2023(Q3) shows that the proportion of population outside labour force remained stable in both urban and rural areas.

It is also observed from Figure 6.1 that the proportion of population outside labour force is higher in rural areas in comparison to urban areas. In November 2023(Q4), the urban-rural gap was around 11.5 percentage points compared to 10.0 percent points in November 2022(Q4), indicating an increase of 1.5 percentage points.

Figure 6. 1: Population outside Labour force by Area of residence
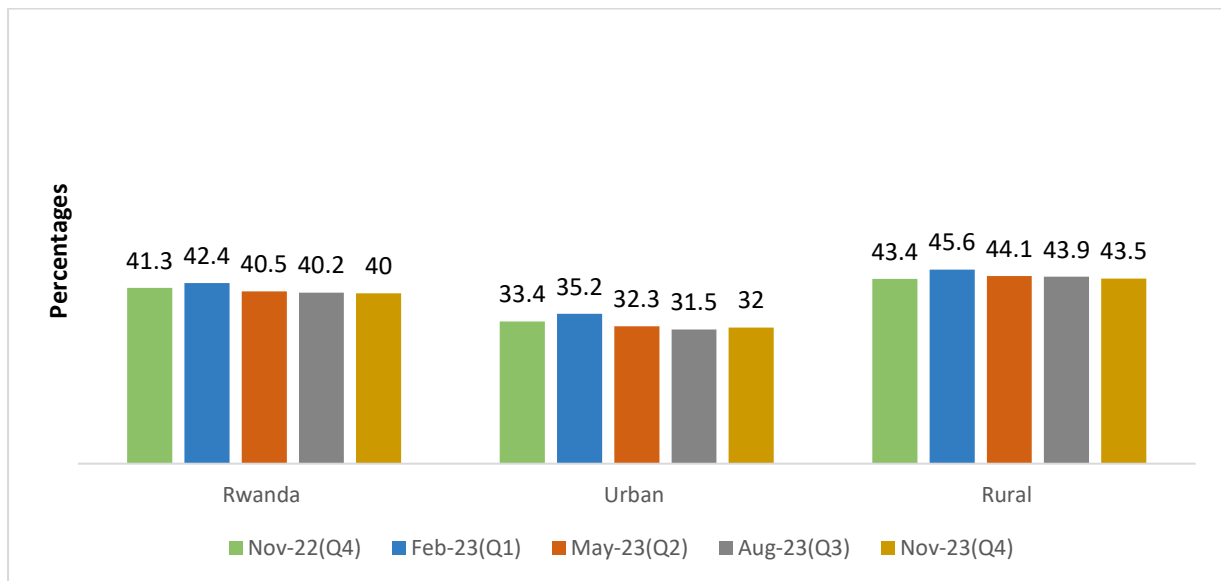
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

6.3 Population outside the labour force by age group

Figure 6.2 shows that the proportion of population outside labour force among youth (16-30 years old) decreased from 46 percent in November 2022 (Q4) to 42.7 percent in November 2023(Q3) and remained relatively stable among adult (31 years and above) in the same period.

Figure 6. 2: Population outside the Labour force by Age category
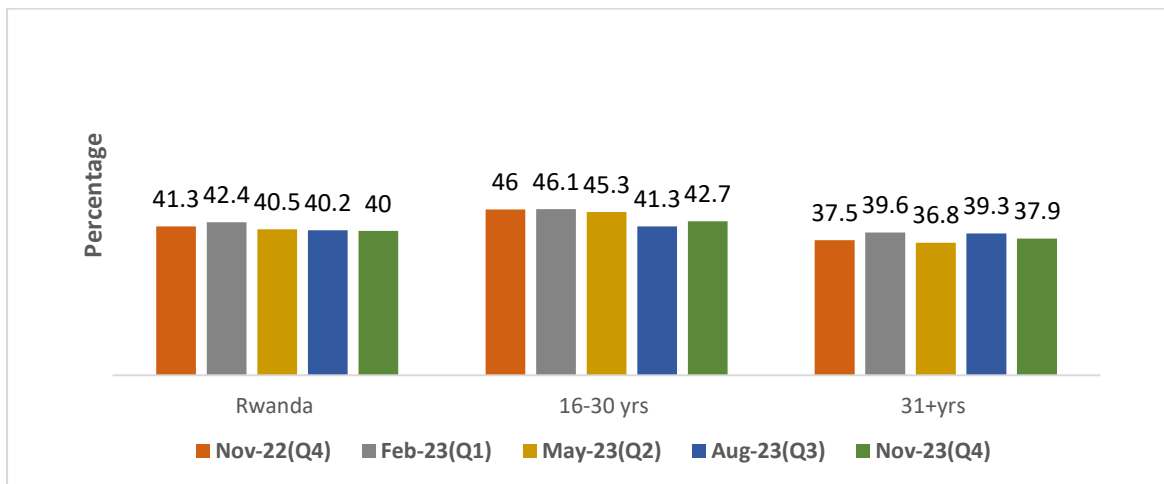
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

6.4 Population outside the labour force by level of educational attainment

According to the Labour Force Survey's findings, people with higher educational attainment had a lower fraction of the working-age population outside the labour force than people with lower levels of education. From November 2022(Q4) to November 2023 (Q4), the proportion of working age population outside the labour force decreased among those without any completed level of education (1.2 percentage points), Primary (1.7 percentage points), lower secondary (3.3 percentage points) level of education while it increased within upper secondary, and university level of education where the rate increased by (1 and 5.1 percentage points, respectively).

Figure 6. 3: Population outside the Labour force by Education level attained.
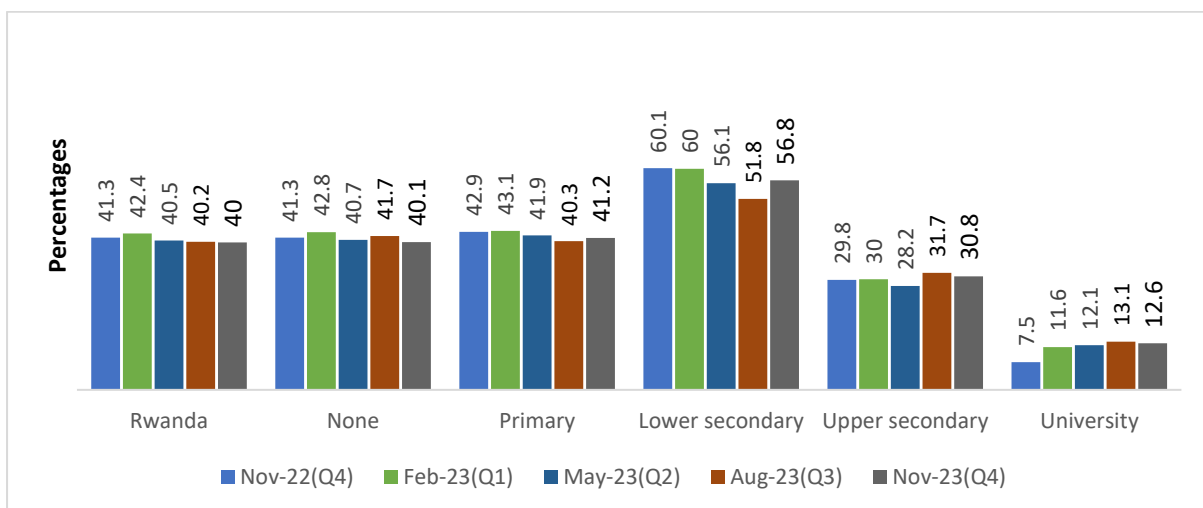
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS)

Chapter 7: Work in agriculture

Due to the importance of the agriculture sector in the economy of Rwanda, a special attention has been given to it in the present report. The introduction of 2013 standards on work, employment and labour underutilization statistics split workers in agriculture occupation into two categories: market oriented and non-market oriented. 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 analyse the work in agriculture sector.

7.1 Agricultural status of workers

Four categories of agricultural workers can be distinguished: (a) those who worked exclusively in market-oriented agriculture for pay or as a self-employed individual; (b) those who only engaged in subsistence agriculture; (c) those whose primary occupation was outside of agriculture but who performed activities related to the production of food for their own consumption; and (d) those who worked in market-oriented agriculture as a secondary occupation.

The full count of workers in agriculture sector (Market oriented in agriculture + Subsistence agriculture) as presented in table 7.1 revealed that in November 2023(Q4), 53.9 percent of working age population were involved in agriculture activity, marking an increase of 7.0 percentage points as compared to November 2022(Q4) (46.9 percent).

In November 2023(Q4), the share of persons who exclusively participated in Subsistence agriculture slightly decreased while the shares of those involved in market-oriented agriculture remained stable as compared to November 2022(Q4).

Table 7. 1: Works status in agriculture

Categories of agriculture	Nov-22	Feb-23	May-23	Aug-23	Nov-23
Market oriented agriculture as main job (a)	42.9	42.1	45.2	43	42.8
Subsistence agriculture exclusively (b)	45.9	46.6	42.7	44.8	45.4
Participated in Subsistence agriculture but have non-agriculture main job (c)	11.1	11.1	11.8	12.1	11.5
Market oriented agriculture as secondary job (d)	0.1	0.1	0.2	0.1	0.3
Total (100%)	**100**	**100**	**100**	**100**	**100**
Count ('000s)	**3,772**	**4,182**	**3,873**	**3,456**	**4,399**
Proportion of working age population	**46.9**	**52.5**	**48.1**	**42.6**	**53.9**

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).
Note: The proportion computed here is subject to the agriculture workers not to the employed population.

7.2 Characteristics of agricultural workers

The focus of the following sections is on the two first categories of table 7.1 (Workers in market oriented agricultural in main job and those involved exclusively in subsistence agriculture).

The results reveal that the bulk of agricultural workers were involved in subsistence agriculture with the higher proportion among female farmers than among agricultural male farmers.

In November 2023(Q4), the share of agricultural workers engaged in subsistence agriculture was 51.5 percent and it remained relatively stable as compared to November 2022(Q4).

The proportion of male farmers engaged in market-oriented agriculture was 55.7 Percent in November 2023(Q4), it was greater than the corresponding proportion of females involved in the same activity (43.3 percent). Conversely, the proportion of female farmers engaged in subsistence agriculture was higher than the corresponding proportion of males (56.7 percent and 44.3 percent, respectively). The results reveals that the engagement of male and female farmers in market-oriented agriculture remained almost stable between November 2022 and November 2023.

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

| | | LFS rounds | | | | | % Change |
		Nov-22	Feb-23	May-23	Aug-23	Nov-23	Nov-23 to Nov-22
Both	Total	**100**	**100**	**100**	**100**	**100**	
	Market oriented agriculture	48.3	47.4	51.4	48.9	48.5	0.2
	Subsistence agriculture	51.7	52.6	48.3	51.1	51.5	-0.2
Male	Total	100	100	100	100	**100**	0
	Market oriented agriculture	55.8	53.3	57.7	56.3	55.7	-0.1
	Subsistence agriculture	44.2	46.7	42.3	43.7	44.3	0.1
Female	Total	100	100	100	100	**100**	0
	Market oriented agriculture	43	43.4	47.4	44.5	43.3	0.3
	Subsistence agriculture	57	56.6	52.6	55.6	56.7	-0.3

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

Table 7.3 below presents the trend of the share of market oriented and subsistence agricultural workers among youth and adult separately. The share of adults population engaged in subsistence agriculture was higher than the share of youth population in the same activity (53.7 percent and 46.8 percent respectively) in November 2023(Q4).

The comparison between November 2022(Q4) and November 2023(Q4) revealed that, the share of subsistence agriculture among youth decreased by 2.2 percentage points while among adults, it slightly increased by 0.7 percentage points.

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

		LFS rounds					% Change
		Nov-22	Feb-23	May-23	Aug-23	Nov-23	Nov-22 to Nov-23
Both	Total	100	100	100	100	100	
	Market oriented agriculture	48.3	47.4	51.4	48.9	48.5	0.2
	Subsistence agriculture	51.7	52.6	48.6	51.1	51.5	-0.2
Youth (16-30)	Total	100	100	100	100	100	0
	Market oriented agriculture	51	52.1	55.3	53.7	53.2	2.2
	Subsistence agriculture	49	47.9	44.7	46.3	46.8	-2.2
Adults (31+)	Total	100	100	100	100	100	0
	Market oriented agriculture	47	45.3	49.7	46.8	46.3	-0.7
	Subsistence agriculture	53	54.7	50.3	53.2	53.7	0.7

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

The distribution of agricultural workers by education attainment, presented in table 7.4 shows that the higher the level of educational attainment, the lower the likelihood of participation in agricultural activities for both market-oriented and subsistence agriculture.

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

		LFS Rounds				
		Nov-22(Q4)	Feb-23(Q1)	May-23(Q2)	Aug-23(Q3)	Nov-23(Q4)
Both	Total	100	100	100	100	100
	None	62.7	66	64.9	63.7	66.4
	Primary	31.1	30.2	30	31.2	28.4
	Lower secondary	3.7	3.4	3.2	3.6	3
	Upper secondary	2.3	1	1.4	1.4	1.9
	University	0.2	0.4	0.5	0.2	0.3
Market oriented agriculture	Total	100		100	100	100
	None	51.3	54.8	56.8	63.7	66.5
	Primary	37.7	35.4	35.1	31.2	28.4
	Lower secondary	5.4	5.4	4.6	3.6	2.9
	Upper secondary	4.8	4	3.1	1.4	1.9
	University	0.7	0.4	0.3	0.2	0.3
Subsistence agriculture	Total	100		100	100	100
	None	51.3	54.8	56.8	53.4	55.6
	Primary	37.7	35.4	35.1	34.6	34.8
	Lower secondary	5.4	5.4	4.6	8	4.7
	Upper secondary	4.8	4	3.1	3.7	4.4
	University	0.8	0.4	0.3	0.1	0.5

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

7.3 Share of agriculture in the total work force

The total work force can be defined as the sum of total employment (Paid/Profit or cash oriented) and the total number of workers engaged in subsistence agriculture. Thus, the share of agriculture workers in the total work force is the proportion of agriculture workers in the total workforce.

According to the findings shown in figure 7.1 below, the proportion of agricultural workers in the workforce in November 2023(Q4) was 63.9. percent. At the national level, it increased by 0.8 percentage points from November 2022(Q4). In November 2023(Q4), 72.0 percent of female workers were engaged in agricultural activity, compared to 55.3 percent of male workers.

Figure 7. 1: Share of workers in agriculture by sex
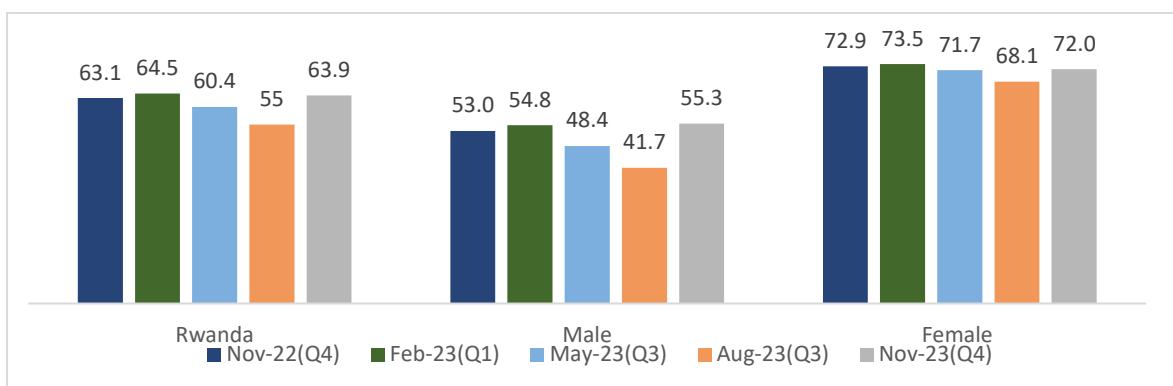
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

The share of agriculture workers in total workforce is inversely correlated with the level of education attainment. Persons with lower level of educational attainment are more likely to join agricultural work as compared to others with higher level of education.
The result reveals a declining trend of the share of agriculture workers in all levels of education apart from university as compared to the same quarter one year earlier.

Figure 7. 2: Share of workers in agriculture by level of education attained.
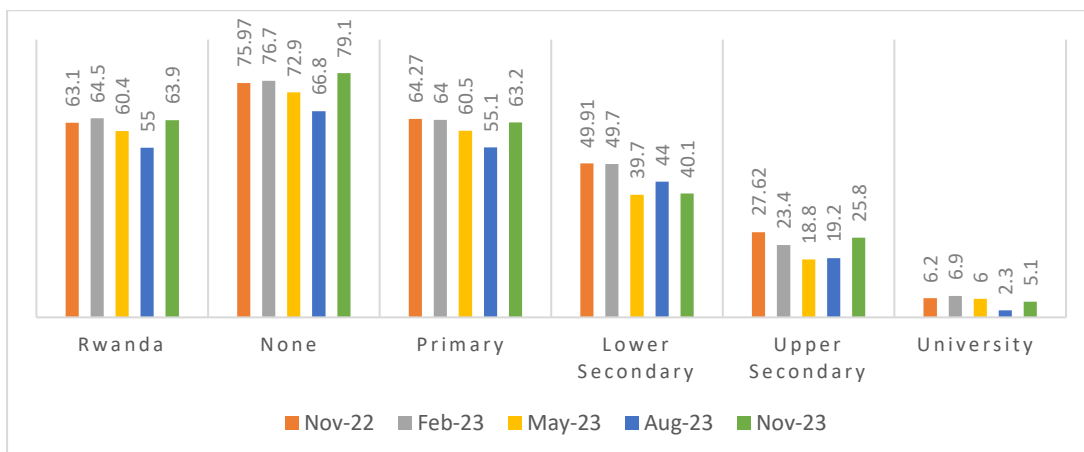
Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS).

Appendix A: Survey Methodology and Data quality

The current quarterly labour force survey is designed according to a two-stage stratified design with a rotation scheme. At the first stage of sampling, a stratified sample of 288 census enumeration areas, called primary sampling units (PSUs), is drawn from the 2022 census sample frame with probabilities proportional to size (pps) measured in terms of number of households according to the latest census of population.

The strata are composed of the 30 administrative districts of the country, sub-divided into urban and rural areas. At the second stage of sampling, 16 households were selected in all PSUs, with equal probabilities after a fresh listing of the households in the new sample PSUs. Thereafter, all household members in the sample are then selected for survey interview.

The sample size in the current quarter is about 4,608 households, composed of three rotation groups marked with the symbol r in the table. The proposed rotation design is 2-2-2, that is each sample household is interviewed four times during the period of 2 years. Accordingly, a sample household is in the sample in two consecutive quarters, leaves the sample in the next two quarters, returns in the sample in the same quarters of the subsequent year, before leaving the sample altogether.

- **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 is the listed or estimated number of households in the enumeration area k.

The designed sampling weights for the quarterly Labour Force Survey are labelled "Designed Weight". They are calculated as a function of the weights calculated earlier for the Quarterly survey:

The design calculated as,

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

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

$$AdjastedWeight(hh_k) = d_k = \frac{d_k}{r_k}$$

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

Finally, the adjusted weights were calibrated to known population projections for four demographic groups: Males and females under 16 years old, and males and females aged 16 years old and above.

The population projections were derived from the NISR 2022 census publication. 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.[2] Accordingly, the final calibrated weights were obtained from the formula,

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

- **Data quality**

Like in all sample surveys, the results of the LFS November 2023(Q4) are subject to sampling and different forms of measurement errors. This section provides information on sampling errors.

- **Sampling errors**

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

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

The table A.1 below gives the sampling errors of the main labour force estimates obtained from the LFS November 2023(Q4). They have been 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[3]. 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.

Table A. 1: Sampling errors of estimates of main Labour force aggregates

Indicator	Estimate	Standard error	Relative standard error	Confidence interval	
				Lower	Upper
Population 16+ yrs	8,163,246	377,993	4.6%	7,418,902	8,907,590
Labour force	4,900,206	219,199	4.5%	4,468,558	5,331,854
Employment	4,074,629	187,124	4.6%	3,706,144	4,443,114
Unemployment	825,577	53,196	6.4%	720,823	930,330
Outside labour force	3,263,040	182,464	5.6%	2,903,732	3,622,349

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2023(Q4)

As an illustration of the use of the table, consider the second row of the table on the labour force. The total labour force is 4,900,206 estimated with a relative standard error of 4.5 percent. The true value at 95 percent confidence level lies within the interval 4,468,558 and 5,331,854.

The next table (Table A.2) 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 16.8 percent has a standard error of 0.8 percentage points. This may be interpreted to mean that the true unemployment rate lies with 95 percent confidence within the interval, 15.3 percent to 18.4 percent.

Table A. 2: Sampling errors of estimates of main labour force indicators (percentage)

Indicator	Estimate	Standard error	Confidence interval	
			Lower	Upper
Labour Force Participation Rate	60.0	0.9	58.3	61.7
Employment-Population Ratio	49.9	0.8	48.3	51.5
Unemployment rate	16.8	0.8	15.3	18.4

Source: National Institute of Statistics of Rwanda (NISR), Labour Force Survey (LFS), November 2023(Q4)

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

Appendix B: Statistical Tables

Table B. 1: Summary labour force indicators, November-23 (Q4)

	Sex			Area of Residence		Subsistence agriculture participation	
	Total	Male	Female	Urban	Rural	Participated	Not participated
Working age population (16+ years)	8,163,246	3,830,155	4,333,091	2,489,057	5,674,189	3,495,970	4,667,276
Labour force	4,900,206	2,582,405	2,317,801	1,691,584	3,208,622	1,972,057	2,928,149
Employed	4,074,629	2,222,880	1,851,749	1,434,504	2,640,125	1,498,596	2,576,033
Unemployed	825,577	359,525	466,052	257,080	568,496	473,461	352,116
out of labour force	3,263,040	1,247,750	2,015,290	797,473	2,465,567	1,523,914	1,739,127
Labour underutilization							
Unemployed	825,577	359,525	466,052	257,080	568,496	473,461	352,116
Time related underemployed	1,235,738	621,570	614,168	290,440	945,297	674,308	561,429
Potential labour force	1,294,745	468,061	826,684	299,021	995,724	877,379	417,366
Labour force participation rate (%)	60.0	67.4	53.5	68.0	56.5	56.4	62.7
Employment-to-population ratio (%)	49.9	58.0	42.7	57.6	46.5	42.9	55.2
Time related underemployment rate (%)	30.3	28.0	33.2	20.2	35.8	45.0	21.8
LU1-Unemployment rate (%)	16.8	13.9	20.1	15.2	17.7	24.0	12.0
LU2-Combined rate of unemployment and time-related underemployment (%)	42.1	38.0	46.6	32.4	47.2	58.2	31.2
LU3-Combined rate of unemployment and potential labour force (%)	34.2	27.1	41.1	27.9	37.2	47.4	23.0
LU4 - Composite measure of labour underutilization (%)	54.2	47.5	60.6	42.5	59.7	71.1	39.8
Youth unemployment rate (%)	20.3	15.8	25.3	18.9	21.1	28.4	16.2
Median monthly earnings at main job	30,000	39,000	26,000	65,000	26,000	26,000	39,000

Table B. 2: Population by sex and age group, November-23 (Q4)

	Total	Sex		Area of Residence	
		Male	Female	Urban	Rural
Total	**13,463,592**	**6,486,306**	**6,977,285**	**3,895,429**	**9,568,163**
0-4 yrs	1,712,745	849,772	862,973	483,456	1,229,289
5-9 yrs	1,723,191	867,796	855,395	466,774	1,256,417
10-14 yrs	1,561,448	807,489	753,959	382,026	1,179,422
15-19 yrs	1,512,451	754,835	757,616	438,920	1,073,531
20-24 yrs	1,184,284	544,840	639,444	392,549	791,735
25-29 yrs	1,004,087	476,731	527,356	349,536	654,552
30-34 yrs	897,585	449,072	448,513	334,841	562,743
35-39 yrs	841,316	395,665	445,651	281,709	559,607
40-44 yrs	794,211	394,815	399,396	240,329	553,882
45-49 yrs	513,825	227,045	286,780	155,225	358,600
50-54 yrs	399,895	178,515	221,380	118,322	281,573
55-59 yrs	346,431	141,922	204,508	78,134	268,297
60-64 yrs	355,054	160,553	194,501	60,405	294,648
65-69 yrs	235,223	90,821	144,402	39,286	195,937
70-74 yrs	170,962	71,082	99,880	28,009	142,953
75+ yrs	210,884	75,353	135,531	45,907	164,976

Table B. 3: Households by household size, sex of head of household and urban/rural area, November-23 (Q4)

	Total number households	Sex of Household head		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**3,352,038**	**2,482,826**	**869,212**	**984,579**	**2,367,460**	**1,579,527**	**1,772,511**
1 person	389,157	221,065	168,091	166,285	222,872	118,764	270,393
2 persons	446,692	232,974	213,718	120,980	325,713	208,913	237,779
3 Persons	634,254	439,934	194,321	158,576	475,678	315,757	318,497
4 Persons	596,455	473,079	123,377	161,943	434,513	296,577	299,878
5Persons	522,848	436,287	86,561	139,259	383,590	266,209	256,639
6 persons	374,072	325,874	48,198	116,010	258,062	190,587	183,485
7 persons	204,374	187,770	16,604	57,783	146,590	107,362	97,012
8 persons	108,790	100,577	8,212	32,507	76,283	48,023	60,767
9 persons	43,539	39,700	3,839	17,659	25,880	15,964	27,575
10+ persons	31,858	25,566	6,293	13,577	18,281	11,371	20,487

Table B. 4: Population 16 years old and over by labour force status, sex, age group, and urban/rural area, November-23 (Q4)

Total pop. 16+ years	Total	Labour force	Employed	Unemployed	out of labour force	Labour force participation rate	Employment to population ratio	Unemployment rate
Total	8,163,246	4,900,206	4,074,629	825,577	3,263,040	60.0	49.9	16.8
16-24_yrs	2,393,774	1,138,159	875,791	262,369	1,255,614	47.5	36.6	23.1
25-34_yrs	1,901,672	1,498,576	1,240,633	257,943	403,097	78.8	65.2	17.2
35-54_yrs	2,549,246	1,844,888	1,575,512	269,376	704,359	72.4	61.8	14.6
55-64_yrs	701,484	320,325	293,628	26,697	381,160	45.7	41.9	8.3
65+_yrs	617,069	98,259	89,065	9,193	518,811	15.9	14.4	9.4
Male pop. 16+ years								
Total	3,830,155	2,582,405	2,222,880	359,525	1,247,750	67.4	58.0	13.9
16-24_yrs	1,168,580	605,161	489,504	115,657	563,420	51.8	41.9	19.1
25-34_yrs	925,803	793,577	696,079	97,498	132,226	85.7	75.2	12.3
35-54_yrs	1,196,040	976,320	850,401	125,919	219,719	81.6	71.1	12.9
55-64_yrs	302,475	153,998	137,686	16,312	148,478	50.9	45.5	10.6
65+_yrs	237,256	53,349	49,211	4,138	183,907	22.5	20.7	7.8
Female pop. 16+ years								
Total	4,333,091	2,317,801	1,851,749	466,052	2,015,290	53.5	42.7	20.1
16-24_yrs	1,225,193	532,999	386,287	146,711	692,195	43.5	31.5	27.5
25-34_yrs	975,869	704,999	544,554	160,444	270,871	72.2	55.8	22.8
35-54_yrs	1,353,207	868,567	725,111	143,457	484,639	64.2	53.6	16.5
55-64_yrs	399,009	166,327	155,942	10,385	232,682	41.7	39.1	6.2
65+_yrs	379,813	44,909	39,854	5,055	334,903	11.8	10.5	11.3
Urban pop. 16+ years								
Total	2,489,057	1,691,584	1,434,504	257,080	797,473	68.0	57.6	15.2
16-24_yrs	757,354	373,468	296,154	77,314	383,886	49.3	39.1	20.7
25-34_yrs	684,377	568,094	480,696	87,398	116,283	83.0	70.2	15.4
35-54_yrs	795,585	654,193	571,638	82,555	141,392	82.2	71.9	12.6
55-64_yrs	138,539	72,669	64,865	7,804	65,870	52.5	46.8	10.7
65+_yrs	113,202	23,160	21,152	2,009	90,042	20.5	18.7	8.7

Total pop. 16+ years	Total	Labour force	Employed	Unemployed	out of labour force	Labour force participation rate	Employment to population ratio	Unemployment rate
Rural pop. 16+ years								
Total	5,674,189	3,208,622	2,640,125	568,496	2,465,567	56.5	46.5	17.7
16-24_yrs	1,636,420	764,692	579,637	185,054	871,729	46.7	35.4	24.2
25-34_yrs	1,217,295	930,482	759,938	170,544	286,814	76.4	62.4	18.3
35-54_yrs	1,753,661	1,190,695	1,003,874	186,821	562,967	67.9	57.2	15.7
55-64_yrs	562,945	247,656	228,763	18,893	315,289	44.0	40.6	7.6
65+_yrs	503,867	75,098	67,914	7,185	428,769	14.9	13.5	9.6

Table B. 5: Population 16 years old and over by labour force status and level of educational attainment, November-23 (Q4)

Total pop. 16+ years	Total	Labour force	Employed	Unemployed	out of labour force	Labour force participation rate	Employment to population ratio	Unemployment rate
Total	8,163,246	4,900,206	4,074,629	825,577	3,263,040	60.0	49.9	16.8
None	3,725,998	2,230,642	1,875,200	355,442	1,495,357	59.9	50.3	15.9
Primary	2,564,093	1,507,884	1,252,545	255,339	1,056,210	58.8	48.8	16.9
Lower secondary	771,607	333,647	278,069	55,577	437,960	43.2	36.0	16.7
Upper_secondary	741,600	513,322	392,548	120,774	228,278	69.2	52.9	23.5
University	359,947	314,712	276,268	38,445	45,235	87.4	76.8	12.2
Male pop. 16+ years								
Total	3,830,155	2,582,405	2,222,880	359,525	1,247,750	67.4	58.0	13.9
None	1,682,489	1,134,069	970,944	163,124	548,420	67.4	57.7	14.4
Primary	1,239,566	828,184	713,292	114,893	411,382	66.8	57.5	13.9
Lower secondary	363,365	174,737	161,344	13,393	188,628	48.1	44.4	7.7
Upper_secondary	351,440	269,883	217,715	52,167	81,558	76.8	61.9	19.3
University	193,295	175,533	159,585	15,948	17,762	90.8	82.6	9.1
Female pop. 16+ years								
Total	4,333,091	2,317,801	1,851,749	466,052	2,015,290	53.5	42.7	20.1
None	2,043,509	1,096,573	904,255	192,318	946,937	53.7	44.3	17.5
Primary	1,324,527	679,700	539,253	140,447	644,828	51.3	40.7	20.7
Lower secondary	408,242	158,910	116,725	42,185	249,332	38.9	28.6	26.5
Upper_secondary	390,160	243,439	174,833	68,607	146,721	62.4	44.8	28.2
University	166,652	139,179	116,683	22,497	27,473	83.5	70.0	16.2

Table B. 6: Population 16 years old and over by labour force status and marital status, November-23 (Q4)

	Total	Labour force	Employed	Unemployed	out of labour force	Labour force participation rate	Employment to population ratio	Unemployment rate
Total pop. 16+ years								
Total	8,163,246	4,900,206	4,074,629	825,577	3,263,040	60.0	49.9	16.8
Married	3,113,685	1,952,407	1,675,604	276,803	1,161,279	62.7	53.8	14.2
Living together	1,425,480	1,069,067	888,685	180,382	356,413	75.0	62.3	16.9
Divorced/separated	298,461	216,446	179,107	37,339	82,016	72.5	60.0	17.3
Single	2,783,700	1,477,973	1,163,832	314,141	1,305,727	53.1	41.8	21.3
Widow/widower	541,919	184,314	167,401	16,913	357,606	34.0	30.9	9.2
Male pop. 16+ years								
Total	3,830,155	2,582,405	2,222,880	359,525	1,247,750	67.4	58.0	13.9
Married	1,544,587	1,081,791	956,229	125,562	462,796	70.0	61.9	11.6
Living together	716,608	606,674	534,904	71,770	109,934	84.7	74.6	11.8
Divorced/separated	64,403	49,271	41,152	8,119	15,132	76.5	63.9	16.5
Single	1,458,491	831,272	677,849	153,423	627,219	57.0	46.5	18.5
Widow/widower	46,067	13,397	12,746	650	32,670	29.1	27.7	4.9
Female pop. 16+ years								
Total	4,333,091	2,317,801	1,851,749	466,052	2,015,290	53.5	42.7	20.1
Married	1,569,098	870,616	719,375	151,240	698,482	55.5	45.8	17.4
Living together	708,872	462,392	353,781	108,612	246,480	65.2	49.9	23.5
Divorced/separated	234,059	167,175	137,955	29,220	66,884	71.4	58.9	17.5
Single	1,325,209	646,701	485,983	160,718	678,508	48.8	36.7	24.9
Widow/widower	495,853	170,917	154,655	16,262	324,936	34.5	31.2	9.5

Table B. 7: Employed population by sex, age group, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**4,074,629**	**2,222,880**	**1,851,749**	**1,434,504**	**2,640,125**	**1,498,596**	**2,576,033**
15-19 yrs	292,397	165,895	126,502	96,315	196,082	66,015	226,382
20-24 yrs	583,394	323,608	259,786	199,839	383,555	174,110	409,284
25-29 yrs	637,476	348,281	289,196	230,535	406,941	208,886	428,590
30-34 yrs	603,157	347,798	255,359	250,160	352,996	217,815	385,342
35-39 yrs	538,894	298,236	240,658	211,591	327,304	190,116	348,779
40-44 yrs	509,009	282,549	226,460	176,711	332,298	211,074	297,935
45-49 yrs	298,596	161,368	137,227	106,484	192,111	128,456	170,140
50-54 yrs	229,013	108,247	120,766	76,853	152,160	106,625	122,388
55-59 yrs	165,449	73,868	91,580	45,054	120,395	77,643	87,806
60-64 yrs	128,179	63,817	64,362	19,811	108,368	73,463	54,716

Table B. 8: Employed population by sex, occupation group, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**4,074,629**	**2,222,880**	**1,851,749**	**1,434,504**	**2,640,125**	**1,498,596**	**2,576,033**
Managers	57,890	34,867	23,023	51,889	6,000	6,258	51,632
Professionals	297,451	168,522	128,929	149,934	147,517	55,731	241,719
Technicians and associate professionals	45,022	30,808	14,214	36,788	8,234	4,628	40,394
Clerical support workers	36,707	16,373	20,334	28,038	8,668	8,160	28,547
Service and sales workers	716,886	321,345	395,541	396,603	320,283	200,141	516,745
Skilled agricultural, forestry and fishery workers	267,598	144,995	122,603	33,338	234,260	19,783	247,815
Craft and related trades workers	290,690	207,241	83,449	161,494	129,196	77,051	213,639
Plant and machine operators and assemblers	104,627	104,627		73,062	31,566	10,900	93,728
Elementary occupations	2,257,758	1,194,101	1,063,657	503,357	1,754,401	1,115,944	1,141,814

Table B. 9: Employed population by sex, educational attainment, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**4,074,629**	**2,222,880**	**1,851,749**	**1,434,504**	**2,640,125**	**1,498,596**	**2,576,033**
None	1,875,200	970,944	904,255	386,127	1,489,072	885,275	989,925
Primary	1,252,545	713,292	539,253	440,117	812,428	463,762	788,783
Lower secondary	278,069	161,344	116,725	142,793	135,276	67,905	210,164
Upper secondary	392,548	217,715	174,833	234,003	158,545	58,104	334,444
University	276,268	159,585	116,683	231,463	44,804	23,551	252,717

Table B. 10: Employed population by sex, branch of economic activity, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**4,074,629**	**2,222,880**	**1,851,749**	**1,434,504**	**2,640,125**	**1,498,596**	**2,576,033**
Agriculture forestry and fishing	1,883,567	907,821	975,746	189,535	1,694,032	994,093	889,474
Mining and quarrying	62,486	57,445	5,041	8,722	53,764	17,852	44,634
Manufacturing	209,962	110,389	99,573	98,384	111,577	62,980	146,982
Electricity gas stream and air conditioning supply	5,324	3,491	1,832	5,196	128	325	4,999
water supply, gas and remediation services	2,114	1,759	355	1,953	161	916	1,198
Construction	304,377	268,790	35,588	162,971	141,406	81,480	222,897
Whole sale and retail trade; repair of motor vehicles and motorcycles	491,311	212,063	279,248	297,914	193,398	144,631	346,680
Transportation and storage	201,361	193,681	7,679	97,895	103,465	42,352	159,009
Accommodation and food services activities	141,801	69,975	71,825	74,583	67,217	49,406	92,395
Information and communication	8,119	6,491	1,629	8,119			8,119
Financial and insurance activities	44,063	20,674	23,388	29,916	14,147	3,501	40,562
Real estate activities	5,278	4,163	1,116	3,465	1,813		5,278
Professional, scientific and technical activities	32,105	16,482	15,624	24,379	7,726	509	31,597
Administrative and support activities	70,167	52,148	18,018	38,280	31,886	12,740	57,426
Public administration and defence; compulsory social security	64,675	45,953	18,723	51,429	13,246	5,036	59,639
Education	189,779	86,638	103,142	67,126	122,654	51,840	137,939
Human health and social work activities	58,766	30,144	28,622	39,417	19,348	7,480	51,285
Arts, entertainment and recreation	10,493	5,967	4,526	10,418	76	406	10,087
Other services	105,853	62,371	43,482	68,068	37,785	16,697	89,156
Activities of house13holds as employers	177,788	61,576	116,212	151,493	26,295	6,353	171,435
Activities of extraterritorial organizations and bodies	5,240	4,860	381	5,240			5,240

Table B. 11: Educational attainment and field of Education by Labour market status, November-23 (Q4)

Level of education completed	Labour force status				Working age pop.(Counts)
	Employed	Unemployed	out of labour force	Total	
Total	**49.9**	**10.1**	**40.0**	**100.0**	**8,163,246**
None	50.3	9.5	40.1	100.0	3,725,998
Primary	48.8	10.0	41.2	100.0	2,564,093
Lower secondary	36.0	7.2	56.8	100.0	771,607
Upper_secondary	52.9	16.3	30.8	100.0	741,600
University	76.8	10.7	12.6	100.0	359,947
Field of education					
Total	**51.2**	**10.5**	**38.2**	**100.0**	**7,198,615**
General Education	51.7	10.2	38.1	100.0	5,694,471
Education	72.7	7.9	19.4	100.0	141,474
Humanity and art	44.3	8.3	47.4	100.0	115,105
Social Science business and art	64.2	11.8	24.0	100.0	326,488
Science	36.1	12.5	51.4	100.0	537,017
engineering, manufacturing and construction	43.6	13.6	42.8	100.0	199,788
Agriculture	55.6	5.8	38.6	100.0	52,868
Health and welfare	64.2	7.5	28.3	100.0	69,665
Services	39.5	20.5	40.0	100.0	59,232

Table B. 12: Employed population by sex, status in employment, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**4,074,629**	**2,222,880**	**1,851,749**	**1,434,504**	**2,640,125**	**1,498,596**	**2,576,033**
Employee	2,830,375	1,570,151	1,260,224	912,385	1,917,990	1,191,160	1,639,215
Employer (with regular employees)	51,491	32,250	19,241	35,095	16,395	10,797	40,693
Own account worker (without regular employees)	1,073,887	599,752	474,135	445,053	628,834	276,508	797,379
Member of cooperative	2,517	626	1,892	1,811	706	751	1,766

Table B. 13: Employed population by sex, hours usually worked per week at all jobs, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total	**4,074,629**	**2,222,880**	**1,851,749**	**1,434,504**	**2,640,125**	**1,498,596**	**2,576,033**
1-24 hrs	1,023,076	474,208	548,867	219,210	803,865	571,464	451,611
25-34 hrs	557,692	264,496	293,196	117,954	439,738	282,000	275,691
35-40 hrs	1,100,500	584,337	516,164	321,583	778,917	396,630	703,871
41-48 hrs	569,696	346,785	222,910	285,850	283,846	126,179	443,517
49-61 hrs	532,202	349,517	182,684	317,392	214,810	84,097	448,105

Table B. 14: Youth Population by sex, and residential area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Youth aged 16 to 24 years old							
Total	2,393,774	1,168,580	1,225,193	757,354	1,636,420	616,722	1,777,052
Employed	875,791	489,504	386,287	296,154	579,637	240,125	635,666
Unemployed	262,369	115,657	146,711	77,314	185,054	117,780	144,588
out of labour force	1,255,614	563,420	692,195	383,886	871,729	258,816	996,798
Youth aged 16 to 30 years old							
Total	3,578,383	1,736,596	1,841,787	1,185,175	2,393,209	1,082,003	2,496,381
Employed	1,634,770	906,411	728,358	585,619	1,049,151	490,538	1,144,231
Unemployed	416,603	169,731	246,872	136,071	280,532	194,865	221,738
out of labour force	1,527,011	660,454	866,557	463,485	1,063,526	396,600	1,130,411

Table B. 15: Youth Unemployed (who looked for a job) by sex, duration of seeking employment, and urban/rural area, November-23 (Q4)

	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total unemployed Youth (16-30 years old)	**416,603**	**169,731**	**246,872**	**136,071**	**45,380**	**90,691**	**280,532**	**124,351**	**156,181**
Less than 3 months	207,349	94,185	113,165	46,648	17,397	29,252	160,701	76,788	83,913
Less than 6 months	83,535	34,386	49,149	35,107	11,127	23,980	48,428	23,259	25,169
Less than 12 months	34,984	11,210	23,773	14,604	3,637	10,967	20,380	7,573	12,807
1 year to less than 2 years	36,693	10,344	26,349	17,126	5,253	11,873	19,567	5,091	14,476
2 years and above	32,407	11,445	20,963	14,229	4,118	10,111	18,179	7,327	10,852

Table B. 16: Youth not in employment and not currently in education nor in training by sex, age group, and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Youth age groups							
Total youth (16-30 years) NEET	**1,125,928**	**419,279**	**706,649**	**291,654**	**834,275**	**544,955**	**580,973**
16-19 yrs	323,332	169,416	153,916	68,671	254,661	126,801	196,532
20-24 yrs	405,059	114,503	290,556	104,376	300,682	204,103	200,955
25-30 yrs	397,537	135,360	262,177	118,607	278,931	214,052	183,486
Level of education completed							
None	412,393	201,389	211,004	72,246	340,147	194,478	217,915
Primary	412,262	129,794	282,467	78,185	334,076	246,868	165,393
Lower secondary	118,901	33,825	85,076	33,033	85,869	53,189	65,712
Upper secondary	162,876	48,213	114,663	90,292	72,585	48,337	114,540
University	19,496	6,057	13,438	17,898	1,598	2,083	17,413

Table B. 17: Unemployed population by sex, broad age group and urban/rural area, November-23 (Q4)

	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total unemployed population (16+ years)	**825,577**	**359,525**	**466,052**	**257,080**	**568,496**	**473,461**	**352,116**
16-24_yrs	262,369	115,657	146,711	77,314	185,054	117,780	144,588
25-34_yrs	257,943	97,498	160,444	87,398	170,544	141,250	116,692
35-54_yrs	269,376	125,919	143,457	82,555	186,821	187,082	82,294
55-64_yrs	26,697	16,312	10,385	7,804	18,893	19,840	6,857
65+_yrs	9,193	4,138	5,055	2,009	7,185	7,509	1,684

Table B. 18: Unemployed population by sex, level of educational and urban/rural area, November-23 (Q4)

Level of education completed	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Total unemployed population (16+ years)	**825,577**	**359,525**	**466,052**	**257,080**	**568,496**	**473,461**	**352,116**
None	355,442	163,124	192,318	70,745	284,697	238,841	116,601
Primary	255,339	114,893	140,447	59,959	195,380	157,503	97,836
Lower secondary	55,577	13,393	42,185	21,007	34,570	29,769	25,808
Upper secondary	120,774	52,167	68,607	70,368	50,406	42,076	78,698
University	38,445	15,948	22,497	35,001	3,444	5,272	33,173

Table B. 19: Unemployed population (who looked for a job) by sex, method of seeking employment, and urban/rural area, November-23 (Q4)

Search methods	Total	Sex		Area of Residence		Subsistence agriculture participation	
		Male	Female	Urban	Rural	Participated	Not participated
Unemployed population who looked for a job	**781,901**	**344,762**	**437,138**	**241,383**	**540,518**	**453,386**	**328,514**
Arranging for financial resources, applying for permits, licenses	81,042	30,045	50,997	34,677	46,365	39,265	41,777
Looking for land, premises, machinery, supplies, farming inputs	11,783	6,862	4,921	4,142	7,641	7,305	4,478
Seeking the assistance of friends, relatives or other types of intermediaries	309,614	147,850	161,763	112,282	197,332	175,792	133,821
Registering with or contacting public or private employment services	45,256	21,999	23,256	19,004	26,252	26,061	19,195
Applying to employers directly, checking at worksites, farms, factory gates, markets	314,382	134,212	180,170	56,254	258,128	200,423	113,958
Placing or answering newspaper or online job advertisements	15,771	2,981	12,790	10,970	4,800	4,258	11,513
Placing or updating resumes on professional or social networking	4,054	813	3,241	4,054		282	3,771
Number of responses per search method							
Arranging for financial resources, applying for permits, licenses	128,608	42,139	86,469	63,082	65,526	60,672	67,936
Looking for land, premises, machinery, supplies, farming inputs	26,801	12,717	14,084	13,262	13,539	12,547	14,254
Seeking the assistance of friends, relatives or other types of intermediaries	318,738	160,844	157,894	116,925	201,813	174,474	144,264
Registering with or contacting public or private employment services	76,615	36,087	40,528	46,371	30,245	31,725	44,890
Placing or answering newspaper or online job advertisements	59,257	22,672	36,585	38,312	20,945	17,407	41,850
Placing and updating resumes on professional or social networking sites online	34,973	11,262	23,711	21,629	13,344	10,915	24,059

Table B. 20: Unemployed population (who looked for a job) by sex, duration of seeking employment, and urban/rural area, November-23 (Q4)

	Total			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total unemployed population (16+ years)	825,577	359,525	466,052	257,080	90,696	166,385	568,496	268,829	299,667
Less than 3 months	460,240	214,514	245,725	102,200	37,785	64,416	358,039	176,730	181,310
Less than 6 months	150,957	70,714	80,243	56,511	21,370	35,141	94,446	49,344	45,102
Less than 12 months	50,631	17,009	33,622	20,153	6,447	13,705	30,479	10,562	19,917
1 year to less than 2 years	57,833	20,512	37,321	31,152	9,414	21,738	26,681	11,098	15,583
2 years and above	62,240	22,012	40,227	31,367	7,940	23,426	30,873	14,072	16,801

Table B. 21: Time related under employment by age group sex and area of residence, November-23 (Q4)

	Sex			Area of Residence		Subsistence agriculture participation	
Total time related underemployed	Total	Male	Female	Urban	Rural	Participated	Not participated
	1,235,738	**621,570**	**614,168**	**290,440**	**945,297**	**674,308**	**561,429**
16-24_yrs	241,623	137,794	103,829	51,140	190,483	100,647	140,976
25-34_yrs	414,905	201,351	213,554	98,601	316,304	227,195	187,710
35-54_yrs	490,187	244,395	245,793	127,127	363,060	287,015	203,172
55-64_yrs	76,364	33,098	43,267	12,000	64,365	54,434	21,930
65+_yrs	12,658	4,933	7,725	1,573	11,085	5,017	7,641

Appendix C : Labour Force Survey Personnel

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