



Republic of Rwanda



nisr
NATIONAL INSTITUTE OF
STATISTICS OF RWANDA

LABOUR FORCE SURVEY 2019



Thematic Report on Gender

July, 2020

Labour force survey 2019

Thematic report on Gender



July, 2020

The Labour Force Survey, Thematic Report on Gender is produced by the National Institute of Statistics of Rwanda (NISR).

Additional information about the Labour Force Survey, Thematic Report on Gender may be obtained from NISR:

P.O. Box 6139, Kigali, Rwanda; Telephone: +250 788 383103

E-mail: info@statistics.gov.rw; Website: <http://www.statistics.gov.rw>

Recommended citation:

National Institute of Statistics of Rwanda (NISR), Labour Force Survey, Thematic Report on Gender, July 2020

Foreword

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

The government of Rwanda needs updated information for monitoring progress on programs and policies as stipulated in the first National Strategy for Transformation (NST1) 2017-24, Sustainable Development Goals (SDGs) as well as vision 2050. To monitor progress towards these goals and targets, relevant, reliable, coherent, timely and accessible labour statistics have to be produced.

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

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

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

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


Yusuf MURANGWA,
Director General of NISR



Acknowledgment

This report has been prepared with participation of a number of individuals and organizations. We would like to express our gratitude to all of them and sincere appreciation to our partner on gender statistics, UN Women, for the great support and inputs throughout the process of compiling and publishing this report.

We thank the technical staff from National Institute of Statistics of Rwanda (NISR) for their unfailing participation in all activities of producing this report, especially Mr. James BYIRINGIRO, Surveys program Manager at NISR and Mr. Venuste NKURUNZIZA Statistician in-charge of Socio Cross-cutting Statistics: Gender and Youth; Mr NILINGIYIMANA Faustin, Team leader in charge of Vital statistics and Cross-cutting social statistics and Mr. MUCHOCHORI KANOBANA Dominique, the Technical Advisor for Gender Statistics (from UN Women) under the guidance of Mr. Michel NDAKIZE, Director of the Demographic and Social Statistics Unit (DSS). We also appreciate the valuable technical support in the design and proof reading of this report by a team under Mr. NYIRIMANZI Jean Claude, Director of the SMRP Unit.

To all the above, we say thank you.

Abbreviations

| | |
|------|---|
| ICLS | : International Conference of Labour Statisticians |
| ICSE | : International Standard Classification of Status in Employment |
| ILO | : International Labour Organization |
| LFS | : Labour Force Survey |
| NEET | : Neither in Employment, nor in Education or Training |
| NGO | : Non-Governmental Organization |
| NISR | : National Institute of Statistics of Rwanda |
| NSDS | : National Strategy for the Development of Statistics |
| NSS | : National Statistics System |
| NST1 | : National Strategy for the Transformation (First edition) |
| OWP | : Own Use Producers |
| TPR | : Tax Professional Revenue |
| SDG | : Sustainable Development Goals |
| SNA | : System of National Accounts |

Executive Summary

Rwanda redesigned LFS from bi-annual to quarterly basis since February 2019 to provide estimates of labour market indicators and monitor labour market trends on a quarterly basis. The main objective of the survey is to collect data on the size and characteristics of the labour force, employment, unemployment and other labour market characteristics of the population. The survey was also designed to measure different forms of work, in particular, own-use production work and other components of labour underutilization including time-related underemployment and potential labour force in line with the new international standards, adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013.

Within the context of providing gender relevant data to ease the planning, monitoring and evaluations of programs aiming at addressing gender issues at national and decentralized levels, NISR is producing a standalone gender thematic report from the labour force survey conducted in 2019 to inform relevant institutions the gaps which are still there related to labour markets.

According to the new international standards, employment includes only persons working for pay or profit, excluding persons engaged wholly or mostly in subsistence foodstuff production. The effect of this is to lower the count of employment (according to the old definition) and to higher the count of unemployment because some of the

Subsistence foodstuff producers would be looking and available for work for pay or profit and thus be classified as unemployed. The survey also collected data on certain particular labour-market related issues such as income from employment, workers with disabilities, etc.... The survey was designed as part of a regular survey program to be conducted quarterly, in February, May, August and November of each year. The results in this gender thematic report are analyzed under eight chapters.

The main highlights are described below.

Labour force participation rate

According to the survey results, at national level the labour force participation rate among female was lower by 17.7 percentage points than that of male (45.1% against 62.8% respectively), it was the highest in rural area by 18.6 percentage points (41.3% for female against 59.9% for male) than in urban area where the difference was 13.1 percentage points (60.5% for female against 73.6 % for males).

Status in employment

The data show that there is a slight difference between female and male who were employed in dependent jobs as employees in favour of males. The percentage of female employed as employees was 66.2% against 68% among males. But, the percentage of female employed in dependent jobs as contributing family workers (or in other words

Unpaid care workers) was 5.4 percentage points higher than among male (6.6% against 1.2%).

Branch of economic activity

Under the new international standards, agriculture employment includes only those who produce agriculture goods intended mainly for sale or barter. The findings from the survey show that agriculture employment was still predominant even under the new international standard with a higher proportion among female standing at 46.1% as well as among males but with a lesser extent (17 percentage points difference) accounting for 30.6%, followed secondly by the whole sale and retail trade (17.8%) and in third position the activities of households as employers of domestic personnel (8%), while for employed male it was the construction with 14.2% followed by the whole sale and retail trade with 12.5% respectively second and third economic activity branches.

Occupations

The occupation category with the highest proportion of female (55,6%) was elementary occupations involving the performance of simple and routine tasks compared to 49,5% among male, this is followed by services and sales workers accounting for 22,5% among female compared to 17,8%. Skilled agricultural, forestry and fishery workers occupations employ only 7% of female compared to 6,5% of male. These rates on agriculture occupations are very low because anyone is considered employed when he/she earns a salary or produce for markets. All foodstuff producers are excluded, which compose majority of those who are in agriculture worker.

Informal employment

The results of the survey show that there were 91,2% of females working population with informal employment compared to 88,3% among employed male. The findings also show that the majority of the employed population was employed on a daily wage job contract basis, and women were overly represented in that category with 60,9% of women having daily wage job contract compared to 52,6% among men.

Unemployment

The unemployment rate stood at 17% among female while it was 13,8% among their male counterparts, and higher among young female aged 16-30 years old (22,4%) than among their young male counterparts (16,9%).

Labour underutilization

The unemployment rate is not the only indicator of the unmet needs for employment. Other indicators combine unemployment, time-related underemployment and potential labour force. The composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization was 63,7% which is higher than the male rate 47,4%.

Income from employment

The average income from paid employment of male employees at main job was 67,942 Frws per month which is about 1.5 times higher compared to 44,741 Frws for female employees.

Gender wage gap

Women accounted for 45,1% of the labour force, mostly engaged as crop farm labourers, domestic cleaners and helpers, stall and market salespersons, and shopkeepers. Among employed persons with managerial positions, only 0,9% are women. The analysis of the survey data also showed that, after controlling for differences in characteristics of males and females as well the differences in their jobs, the results show that there is no gender wage gap, at the national level and in both private and public sectors. The absence of gender wage gap implies that the observed differences in average employment income between female and male results from the differences in their characteristics or in the differences in the characteristics of the jobs they are involved in. This means that in Rwanda, the focus of policies should be directed to the closing or reducing the gap existing in the characteristics that influence the income such as education, experience in permanent jobs, involvement in formal jobs.

Own-use producers

About 90% of the working age female population are engaged in one or more types of own-use production work, spending on average 26,7 hours of work in such activities, for example household chores including shopping and preparing meals (11,1 hours per week), looking after children and elderly (7,5 hours per week), manufacturing household goods for own or family use (7,4 hours per week), while about 68% of the working male population are engaged in one or more types of own-use production work, spending on average only 16,2 hours of work in such activities, for

example searching fodder or grazing (9,2 hours per week), repairing household (6,1 hours per week),

Subsistence foodstuff producers

The unemployment rate obtained in the 2019 labour force survey under the new international standards (15,2% total population, with 17% among female compared to 13,8% among male) differed considerably from the rate that would have been obtained under the old definitions used in past household surveys and population censuses of Rwanda. The main reason explaining the difference is the statistical treatment of subsistence foodstuff producers in the definition of employment. The effect of this is to lower the count of employment according to the old definition and to higher the count of unemployment. The data shows that female spend on average 19,2 hours per week on subsistence foodstuff production compared to 18 hours for their male counterparts. Working time, the average number of hours usually worked per week by a female employee in the main job was 35,3 hours compared to 42 hours for male. The hours usually worked was lower than the hours actually worked for both female and male. The average number of hours actually worked per week by a female employee in the main job was 28,6 hours compared to 35,4 hours for male.

Table of Contents

| | |
|---|------|
| Foreword..... | i |
| Acknowledgment | ii |
| Abbreviations | iii |
| Executive Summary | iv |
| Table of Contents | vii |
| List of tables..... | viii |
| List of Figures | xi |
| Chapter 1. Introduction | 1 |
| Chapter 2. Labour Force Participation..... | 3 |
| Chapter 3. Employment | 9 |
| 3.1 Status in employment..... | 9 |
| 3.2 Branches of economic activity and occupations | 11 |
| 3.3. Formal and informal sector of employment..... | 15 |
| 3.4: Formal and informal employment..... | 17 |
| Chapter 4. Unemployment and labour underutilization..... | 19 |
| 4.1: Unemployment..... | 19 |
| 4.2 Youth unemployment | 20 |
| 4.3: Youth neither in employment, nor in education or training (NEET) | 20 |
| Chapter 5. Income from employment and gender wage gap | 24 |
| 5.1 Income from employment | 24 |
| 5.2. Gender wage gap | 24 |
| Chapter 6. Own-use producers and subsistence foodstuff producers | 33 |
| 6.1 Foodstuff producers..... | 33 |
| 6.2 Subsistence foodstuff producers..... | 35 |
| Annex 1. List of tables | 38 |

List of tables

| | |
|---|----|
| Table 1: Gender wage gap using extended Mincer earning equation..... | 22 |
| Table 2: Labour force participation rate by age group, area of residence by sex..... | 38 |
| Table 3: Labour force participation rate by marital status, urban/rural area by sex..... | 38 |
| Table 4: Labour force participation rate by disability status, area of residence by sex..... | 38 |
| Table 5: Distribution of labour force by level of education attainment among young, adult population, urban/rural area by sex..... | 38 |
| Table 6: Percentage distribution of employed population by Status in employment at main job by sex..... | 39 |
| Table 7: Distribution of employed population by institutional sector, according to sex..... | 39 |
| Table 8: Employed persons by branch of economic activity in main job by sex..... | 39 |
| Table 9: Share of employment by broad branch of economic activity by sex..... | 40 |
| Table 10: Employed persons by occupation in main job by sex..... | 40 |
| Table 11: Percentage distribution of employed population by Formal/Informal production sector unit (non-agriculture), urban/rural area and sex..... | 40 |
| Table 12: Percentage distribution of employed population in informal sector by status in employment, urban/rural area and by sex..... | 41 |
| Table 13: Cross-classification of employment by informal or formal job and informal or formal production unit by sex of occupier..... | 41 |
| Table 14: Distribution of employees by duration of contract by sex..... | 41 |
| Table 15: Percentage distribution of population by Formal/Informal employment for main job by sex..... | 41 |
| Table 16: Informal and formal employment by level of educational attainment, area of residence by sex..... | 42 |
| Table 17: Informal and formal employment by occupation, area of residence by sex..... | 42 |
| Table 18: Distribution of employees by duration of contract by sex..... | 43 |
| Table 19: Unemployment rate by age group and sex..... | 43 |

| | |
|--|----|
| Table 20: Unemployment rate of youth (16–24 years old international; 16-30 national definitions) by level of educational attainment and by sex..... | 44 |
| Table 21: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area..... | 44 |
| Table 22: Youth not in employment and not currently in education or training by Level of education completed, urban/rural area and by sex..... | 44 |
| Table 23: Composition of labour underutilization by sex..... | 45 |
| Table 24: Average monthly income (in Frws) from main employment by sex, age group, and urban/rural area..... | 45 |
| Table 25: Average monthly income (in Frws) from main employment by sex, level of educational attainment, and urban/rural area | 46 |
| Table 26: Average monthly income (in Frws) from main employment by occupation groups, urban/rural area by sex..... | 46 |
| Table 27: Average monthly income (in Frws) from main employment by branch of economic activity by sex..... | 47 |
| Table 28: Mean cash income from employment of employees at main job by Quintiles, urban/rural area and by sex..... | 49 |
| Table 29: Size distribution of income from employment by urban/rural area and sex..... | 49 |
| Table 30: Proportion of working age population who participated in unpaid household activities by sex..... | 49 |
| Table 31: Population 16 years old in/attended trade and technical training by technical skills learned by sex..... | 50 |
| Table 32: Percentage distribution of population 16 years old and over who received trade and technical training by place of the training, main sponsor by sex..... | 51 |
| Table 33: Population 16 years old and over in trade/attended or training courses by duration of training by sex..... | 51 |
| Table 34: Reported benefits after completing vocational training by sex..... | 51 |
| Table 35: Average number of hours spent in own use production activities by type and sex..... | 52 |
| Table 36: Proportion of working age population who participated in unpaid household activities by sex..... | 52 |
| Table 37: Average time spend per week on subsistence foodstuff production by sex..... | 52 |
| Table 38: Average number of hours usually worked per week by sex, age group, and urban/rural area..... | 52 |
| Table 39: Average number of hours actually worked during reference week by sex, age group, and urban/rural area..... | 53 |

| | |
|---|----|
| Table 40: Average number of hours usually worked per week at main job by sex, occupation group, and urban/rural..... | 53 |
| Table 41: Average number of hours actually worked at main job during reference week by sex, occupation group, and urban/rural area..... | 53 |
| Table 42: Average number of hours usually worked per week at main job by branch of economic activity and sex..... | 54 |
| Table 43: Average number of hours actually worked per week at main job by branch of economic activities and sex..... | 55 |
| Table 44: Percentage distribution of employed population by hours usually worked per week at all jobs, urban/rural area by sex..... | 58 |

List of Figures

| | |
|--|----|
| Figure 1: Labour force participation rate by age group and sex..... | 4 |
| Figure 2: Labour force participation rate by marital status and sex..... | 5 |
| Figure 3: Labour force participation rate by disability status, area of residence by sex..... | 6 |
| Figure 4: Distribution of labour force by level of education attainment by sex..... | 6 |
| Figure 5: Distribution of labour force by level of education attainment among young and adult population..... | 7 |
| Figure 6: Percentage distribution of employed population by Status in employment at main job by sex..... | 10 |
| Figure 7: Distribution of employed population by institutional sector, according to sex..... | 11 |
| Figure 8: Employed persons by branch of economic activity in main job by sex..... | 12 |
| Figure 9: Share of work force by broad branch of economic activity by sex..... | 14 |
| Figure 10: Employed persons by occupation in main job by sex..... | 15 |
| Figure 11: Percentage distribution of employed population by Formal/Informal production sector unit, urban/rural area by sex..... | 16 |
| Figure 12: Percentage distribution of employed population in informal sector by status in employment and by sex | 17 |
| Figure 13: Percentage distribution of population by Formal/Informal employment for main job by sex..... | 18 |
| Figure 14: Distribution of employees by duration of contract by sex..... | 18 |
| Figure 15: Unemployment rate by age group and sex..... | 19 |
| Figure 16: Unemployment rate of youth (16–24 years old international; 16-30 national definitions) by level of educational attainment and by sex..... | 20 |
| Figure 17: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area..... | 21 |
| Figure 18: Youth not in employment and not currently in education or training by Level of education completed and by sex..... | 22 |
| Figure 19: Composition of labour underutilization by sex..... | 23 |

| | |
|---|----|
| Figure 20: Average monthly income (in Frws) from main employment by age group and sex..... | 26 |
| Figure 21: Average monthly income (in Frws) from main employment by level of educational attainment by sex..... | 27 |
| Figure 22: Average monthly income (in Frws) from main employment by occupation groups by sex..... | 28 |
| Figure 23: Average monthly income (in Frws) from main employment by branch of economic activity by sex..... | 30 |
| Figure 24: Mean monthly cash income from employment of employees at main job by Quintiles and sex..... | 31 |
| Figure 25: Size distribution of income from employment by urban/rural area and sex..... | 32 |
| Figure 26: Average number of hours per week spent in own use production activities by type and sex..... | 34 |
| Figure 27: Proportion of working age population who are own use producers (OWP) by sex..... | 35 |
| Figure 28: Average time spend per week on subsistence foodstuff production by sex..... | 36 |

Chapter 1. Introduction

Women's labor market activity makes women and girls more economically valuable to their families and to society. With more women in the labour market, an economy makes greater use of its productive potential. Since women account for more than half of a country's potential talent base, a nation's competitiveness in the long term also depends considerably on whether and how it educates and makes use of its women. The higher participation of women in the labour force and their increased employment rates do not necessarily translate into greater gender equality. Promoting gender equality in labour markets involves creating an enabling environment of equal opportunity and treatment in the labour market for both women and men.

One of the targets of the 2030 Agenda for Sustainable Development is, by 2030, to achieve “full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value” (Sustainable Development Goal (SDG) 8, target 8.5). The 20-year review of the implementation of the Beijing Declaration and Platform for Action (Beijing + 20) has brought renewed attention to the situation of women in the world of work, and to the need to accelerate the closing of gender gaps therein.

Despite some advances, women continue to face significant obstacles in entering the labour market and progressing in their careers. Barriers to participation, persistent occupational and sectoral segregation and a disproportionate share of unpaid household and care work prevent them from enjoying equal access to opportunities, and to opportunities that are in line with their significant progress in educational achievement over the past decades. This limits their economic choices, weighs on their social status and ultimately curbs growth and social development. Measures to raise the participation of women in the labour force and to improve their employment opportunities are therefore important to enhancing women's status, achieving higher output levels and reducing poverty and income inequality.

The main objective of the labour force survey is to monitor the trend of employment and labour underutilization including unemployment at the national and district levels. The survey programme is also meant to provide relevant data for the design, implementation and evaluation of economic and social policies related to employment creation, income generation, skills development including vocational education and training, and related decent work policies. It is further designed to provide data on particular categories of persons such as women and youth and on required data for other bodies of statistics such as volume of work and labour input for national production accounts and calculation of labour productivity.

The analysis of this gender thematic report from the 2019 Labour Force Survey results sets out a broad

overview of trends and gender gaps, including gaps in labour force participation rates, employment-to-population ratios and unemployment rates, along with differences in labour market status and the type of activities that men and women perform in the labour market, hours spent in paid and unpaid work and sectoral and occupational segregation, but also discusses the extent to which these factors account for gender gaps in wages and social protection.

Chapter 2. Labour Force Participation

The labour force participation rate, i.e., the ratio of the labour force to the working age population expressed in percentage terms, is an indicator of the level of labour market activity. It measures the extent of the working age population who is in the labour force. The breakdown of the labour force participation rate by sex and age group gives a profile of the labour force participation as shown in Figure 1 and table 2 (in Annex 1).

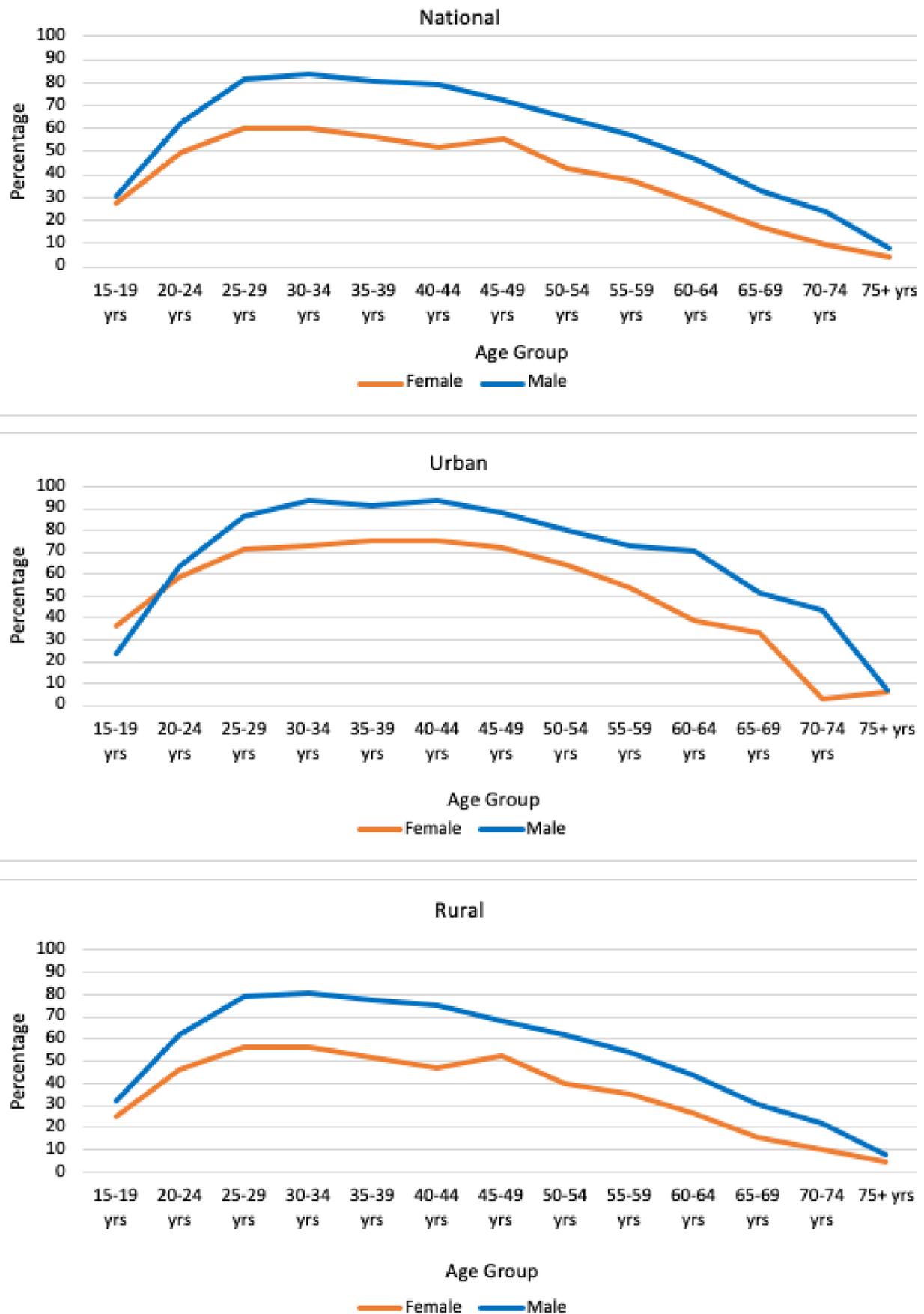
The findings show that, in general, at national level the labour force participation rate among female was lower by 17.7 percentage points than that of male (45.1% against 62.8% respectively). The gap in labour force participation rate of females and males was more pronounced in rural areas with the difference of 18.6 percentage points (41.3% for female against 59.9% for male) than in urban area where the difference was 13.1 percentage points (60.5% for female against 73.6 % for males). This difference between urban and rural areas may be due to the fact that, more female involved in subsistence food stuffs production live in rural area while subsistence food stuffs producers no longer considered as employed in the new ILO definitions.

Like most national rates, the Rwanda labour force participation rate has an inverted-U shape. The male curve is above the female curve, reflecting a higher labour force participation of male at virtually all age groups. Before age 20, labour force participation rates were almost similar for males and females, but women were less active than men in their late 20s, a time of childbirth and childcare. For each sex, the curve increases for young people when they leave school and enter the labour market. It reaches a peak in the age group 25-29 years for female while for male it is at age 30-34. The labour force participation rate decreases sharply for both male and female from 55-year-old, as people leave and retire from the labour market at older ages.

The labour force participation rate for females under 20 years old was slightly higher than that for males in urban areas. However, above 20 years, women participate much less in the labour force than do males in urban areas. One of the reasons for this might be that in urban areas women perform no agricultural activity for household consumption in addition to home care.

The labour force participation rate for females was lower than that for males in rural areas. The increase in the level of economic activity among females was more pronounced for those aged 20–59, while for males it went up to over 64 years. This is due mainly to agricultural activities, which are widely available in rural areas and therefore the graph shows a narrower gap between women's and men's labour force participation rates than is the case in urban areas.

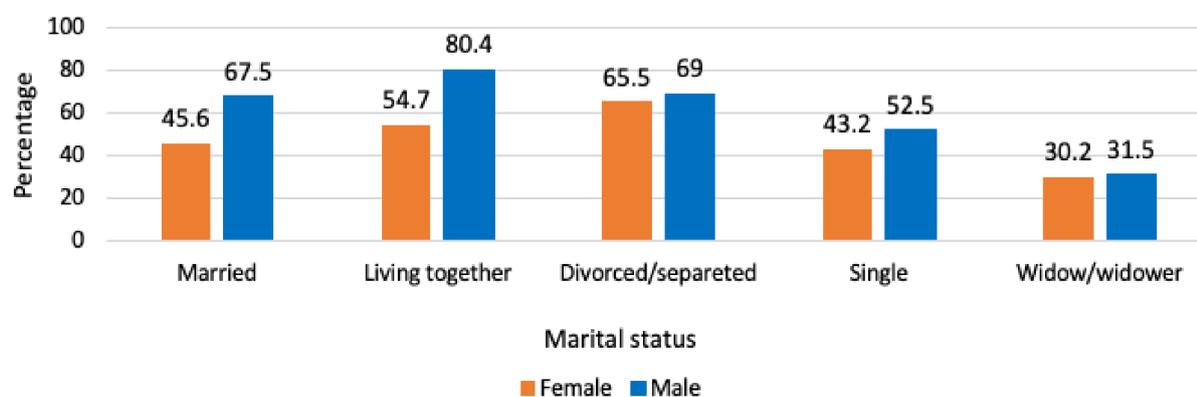
Figure 1: Labour force participation rate by age group and sex



Source: Labour Force Survey, 2019

The findings from the labour force surveys (figure 2) show that, regardless of the marital status, the labour force participation of female is lower than that of male. The gap is much bigger among female in union where married female are 21.9 percentage points lower in labour force participation rate than their male counterparts (45.6% compared to 67.5%) while for female living together the gap is 25.7 percentage points lower than their male counterparts (54.7% compared to 80.4%). The gap is lower among widows and widowers (30.2% compared to 31.5% respectively) and among the divorced/separated (65.5% for female compared to 69% for male). When the area of residence is considered (table 3 in Annex 1) still the labour force participation is lower among female than male regardless of the urban-rural settings, but with more labour force participation in urban area for both female and male than in rural area due to the fact that, subsistence food staff producers are no longer considered participants in labour force as long as they only produce for own consumption.

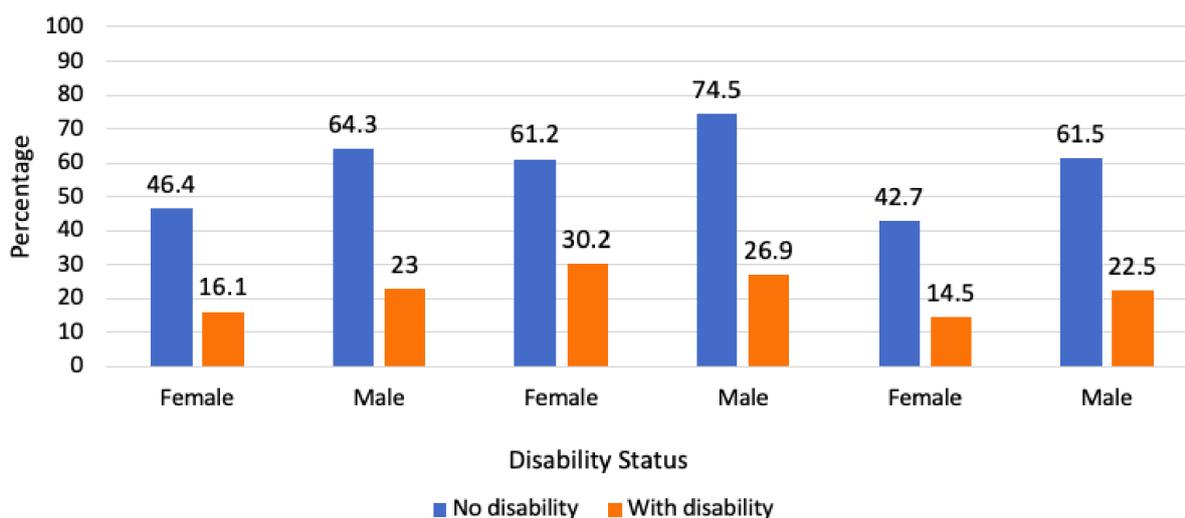
Figure 2: Labour force participation rate by marital status and sex



Source: Labour Force Survey, 2019

As the findings in figure 3 show, the labour force participation rate is much lower among female and male living with disability as compared to their counterparts who live with no disability. At national level, only 16.1% of female aged 16 years and above living with disability participate in labour force compared to 23% of male. Taking into consideration the area of residence (table 4 in Annex 1), there is low gap of 3.3 percentage points between female with disability living in urban area compared to their male counterparts (26.9% compared to 30.2%), while in rural area, the gap between female and male stands at 8 percentage points (14.5% compared to 22.5% respectively).

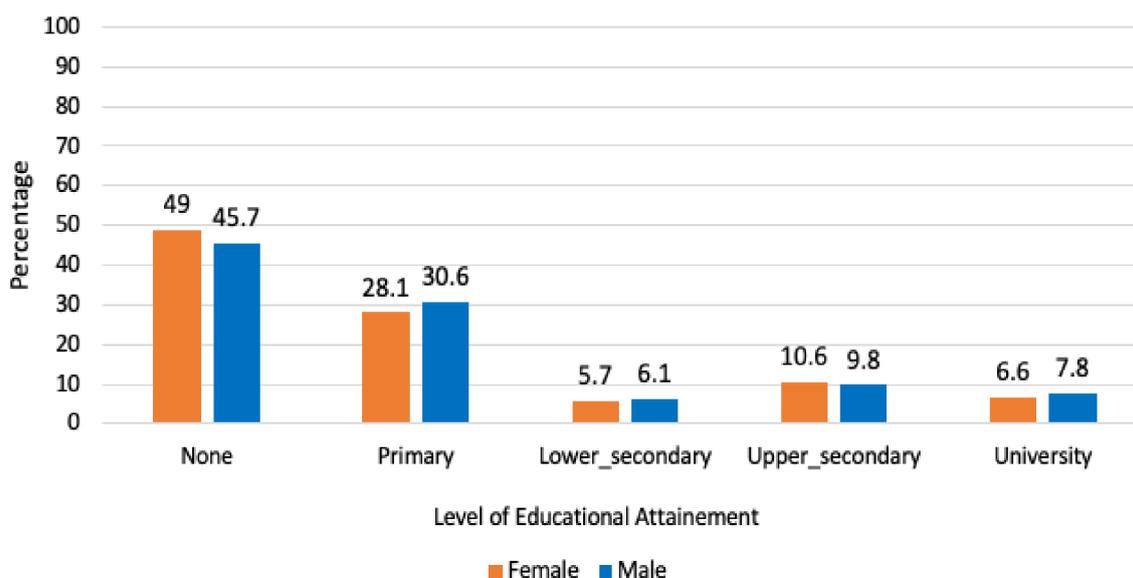
Figure 3: Labour force participation rate by disability status, area of residence by sex



Source: Labour Force Survey, 2019

The skill level of the labour force may be assessed by the educational attainment of the labour force participants. Figure 4 and table 5 (in Annex 1) present the distribution of the labour force by educational attainment and sex. Majority of female and male labour force have no education (49% against 45.7% respectively) followed by those with primary education level (28.1% among female and 30.6% among male). The share of female and male labour force with secondary education (lower and upper) is almost the same between female and male (around 6% with lower secondary, and around 10% for those with upper secondary). The share with tertiary education was slightly lower for female (6.6%) compared to male (7.8%).

Figure 4: Distribution of labour force by level of education attainment by sex



Source: Labour Force Survey, 2019

In general, the educational attainment of the female and male youth population 16 to 30 years old in the labour force was slightly lower than the one of adults (31 years and above) female and male labour force as shown in figure 5. The data reveals that, 37.8% of female aged 16-30 years in labour force have no education compared to 42.2% of male, which means that more female youth currently in labour force are more likely to be educated than their male counterparts. The percentage of female youth with primary, upper secondary and university level of education attained is higher than their male youth counterparts, which means that more female youth currently in labour force are more likely to be educated than their male counterparts. Contrary to the youth age, at adult age (31 years and above), more female in labour force have no education level compared to male (58.3% compared to 48.3%). With the exception of adult female with no education level, the percentage of adult female currently in labour force with higher education level attained is lower than their adult male counterparts. This means that, adult female participating in the labour force are less likely to be more educated than their male counterparts.

When the area of residence is considered, the distribution of labour force by education attainment among young and adult population (table 5 in Annex 1) shows the same pattern as at national level where, in general, at younger age female participating in labour force are likely to be more educated than their male counterparts while at adult age the opposite is observed.

Figure 5: Distribution of labour force by level of education attainment among young and adult population

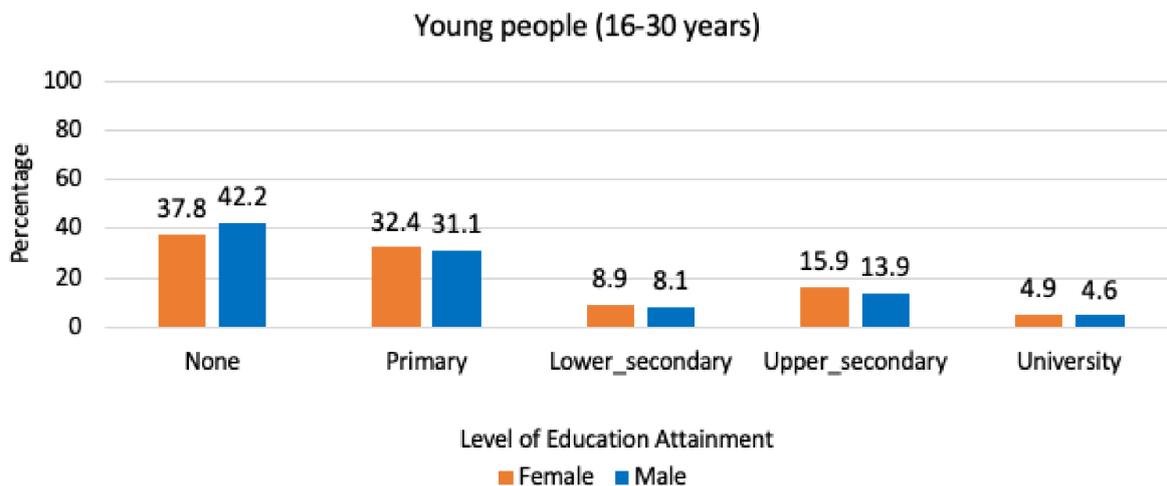
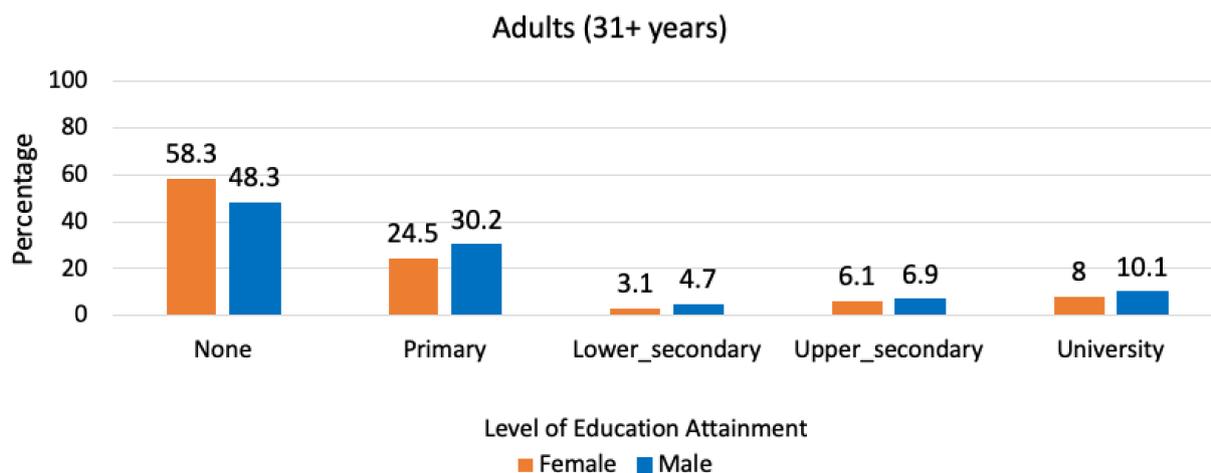


Figure 5: Distribution of labour force by level of education attainment among young and adult population



Source: Labour Force Survey, 2019

Chapter 3. Employment

Persons in employment are defined as all those of working age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. They comprise (a) employed persons “at work”, i.e. who worked in a job for at least one hour; (b) employed persons “not at work” due to temporary absence from a job, or to working time arrangements (such as shift work, flextime and compensatory leave for overtime)¹.

Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the capacity of the economy to provide employment to a growing population. A decline in the employment-to-population ratio is often regarded as an indicator of economic slowdown and a decline in total employment as an indicator of a more severe economic downturn.

3.1 Status in employment

Status in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations. It may refer to the current job or jobs of an employed person or the last job of an unemployed person who had past work experience. The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of persons with respect to their status in employment².

- **Employees:** Persons working in “paid employment jobs”, i.e., holding explicit (written or oral) or implicit employment contract with remuneration not directly dependent upon the revenue of the unit for which they work. Remuneration could be in the form of wages or salaries, commission from sales, piece-rates, bonuses, or in-kind payments such as food, housing or training.
- **Employers:** Persons working on own-account or with one or a few partners in “self-employment jobs”, i.e., (a) remuneration is directly dependent on the profits (or potential for profits) derived from the goods and services produced or for own consumption, and (b) engaging one or more “employees,” on a continuous basis.
- **Own-account workers:** Persons working on own-account or with one or a few partners in a “self-employment job”, not engaging any “employees,” on a continuous basis.
- **Contributing family workers:** Persons working in a market-oriented establishment operated

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

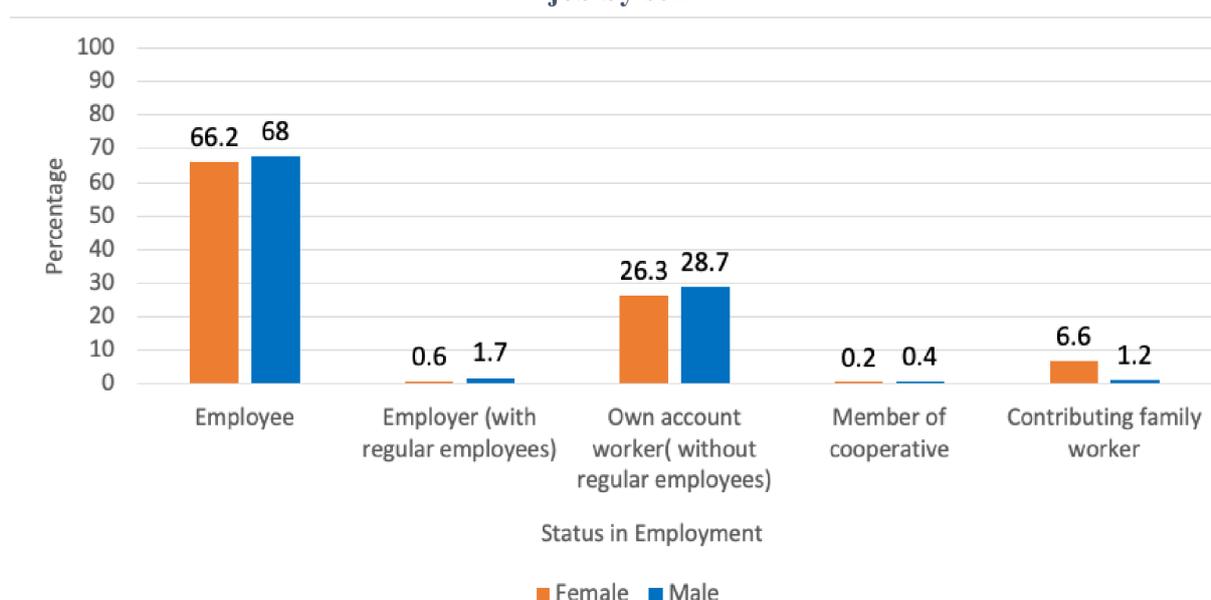
² ILO, International Classification of Status in Employment, ICSE-93, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>.

by a household member, who cannot be regarded as partner, in a “self-employment job”, not engaging any “employee” on a continuous basis.

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

The findings in Figure 6 and table 6 (in Annex 1) show the composition of the employed population by status in employment in main job by sex. The data show that there is a slight difference between female and male who were employed in dependent jobs as employees in favour of males. The percentage of female employed as employees was 66.2% against 68% among males. It should also be noted that there was a slightly lower percentage of female own account worker (without regular employees) than among their male counterparts (26.3% compared to 28.7% respectively). But, the percentage of female employed in dependent jobs as contributing family workers (or in other words unpaid care workers) was 5.4 percentage points higher than among male (6.6% against 1.2%).

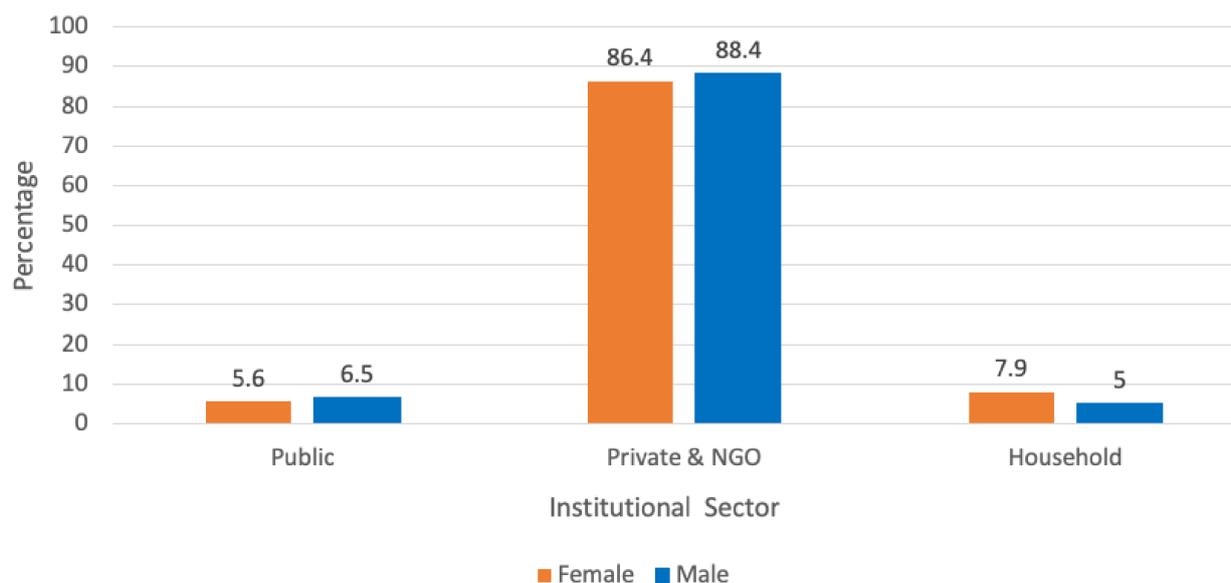
Figure 6: Percentage distribution of employed population by Status in employment at main job by sex



Source: Labour Force Survey, 2019

Figure 7 presents the distribution of employed population by institutional sector by sex. The results show that, majority of female and male are employed in private and NGOs (86,4% for female which is slightly lower rate as compared to male 88,4%). The public sector employs slightly more male than female. It should be noted that the household as an institutional sector employs more female than male (7,9% against 5%) probably due to more young female house girls than boys (table 7 in Annex 1 for more details).

Figure 7: Distribution of employed population by institutional sector, according to sex



Source: Labour Force Survey, 2019

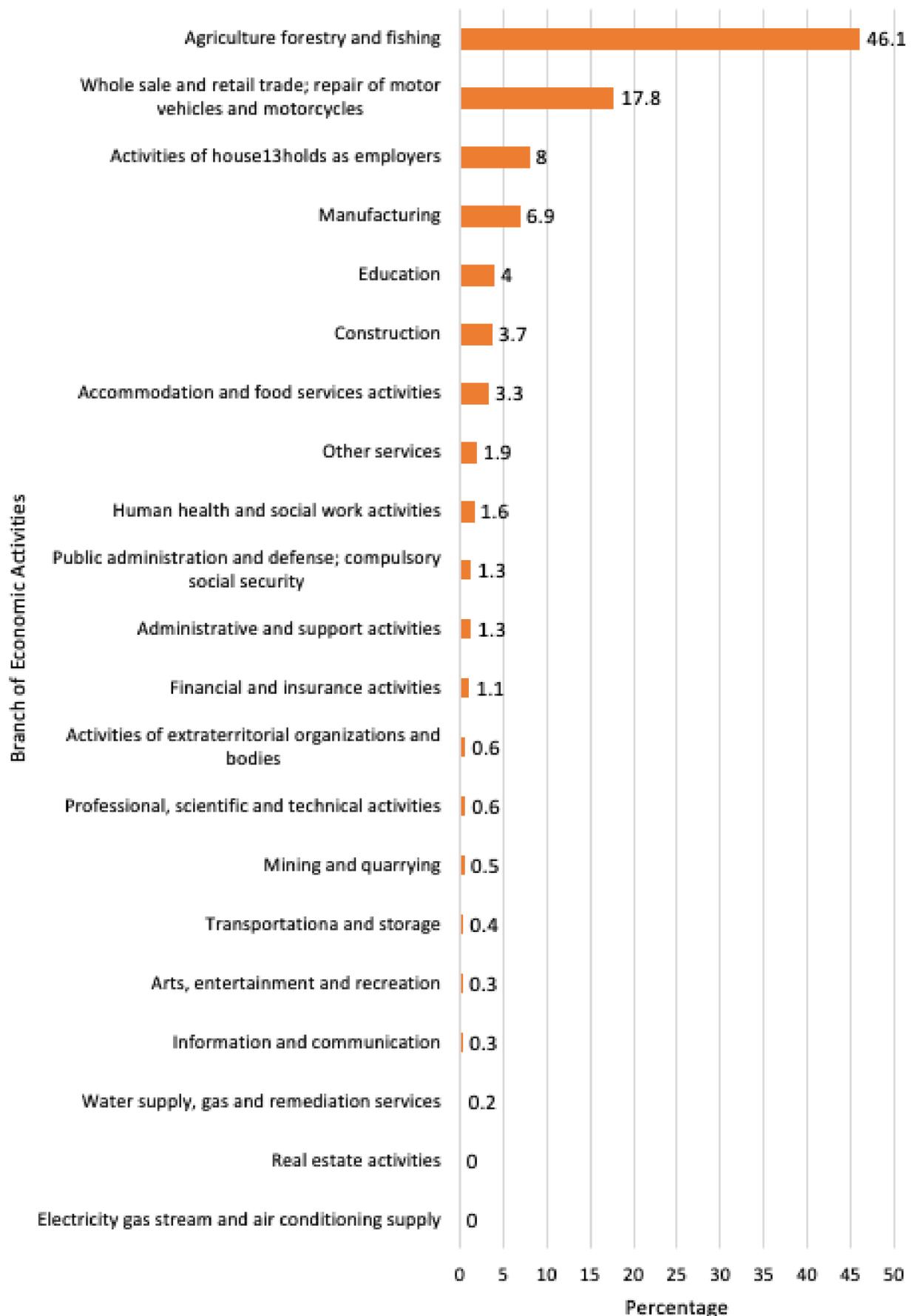
3.2 Branches of economic activity and occupations

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

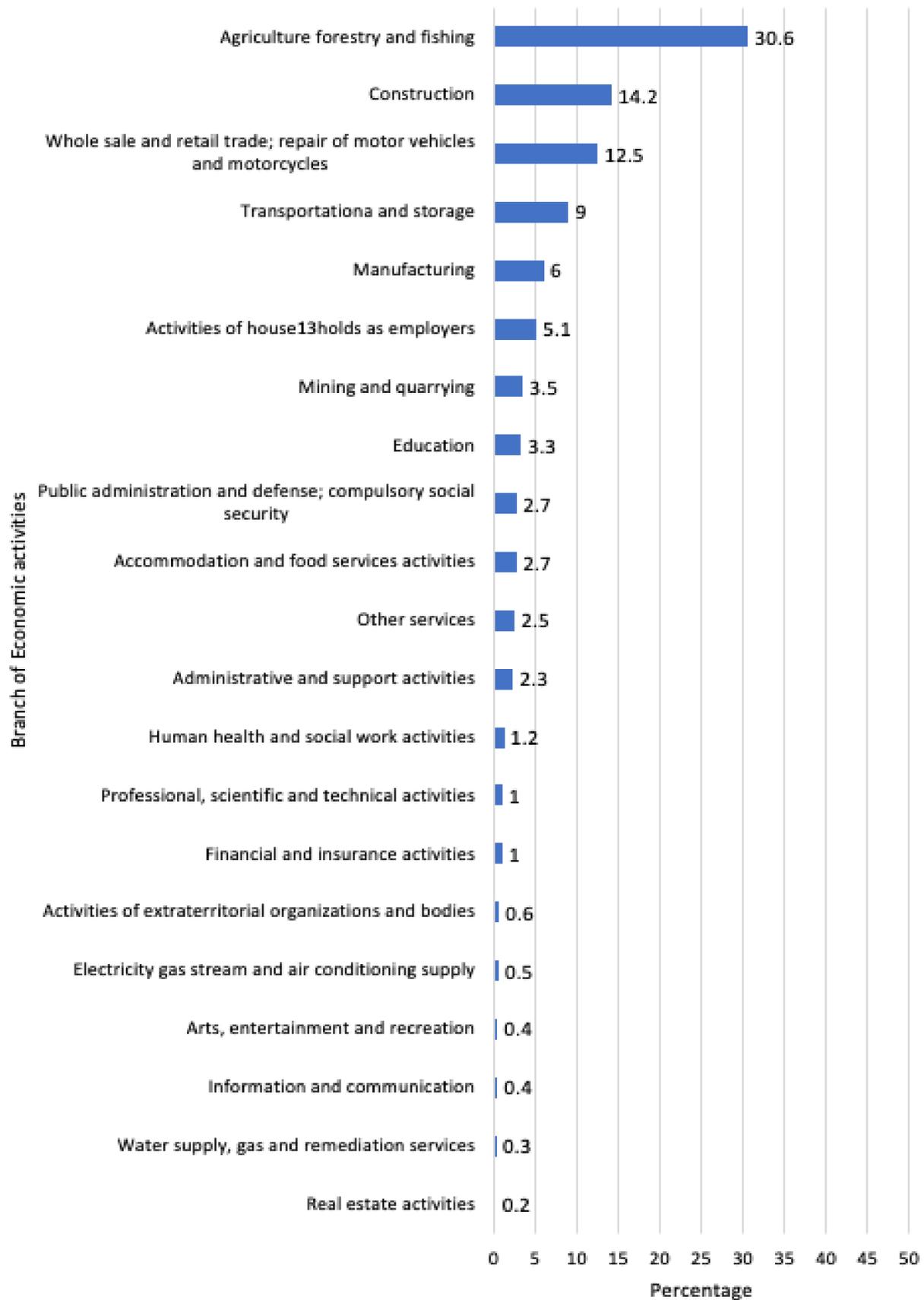
The findings in figure 8 and table 8 (in Annex 1) show that agriculture employment is by far the most frequent branch of economic activity among female (46.1%) as well as among males but with a lesser extent (15.5 percentage points difference) than among male (30.6%). The branch of economic activity with the second highest number of employed female is the Whole sale and retail trade; repair of motor vehicles and motorcycles (17.8%) followed by Activities of households as employers (8%), while for employed male it is the construction with 14.2% followed by the whole sale and retail trade 12.5% respectively second and third economic activity branches. Although, the manufacturing is an area where the government is putting more efforts as a potential area of off- farm jobs creation, it still has a lower number of female employed 6.9% compared to 6% among male employed.

Figure 8: Employed persons by branch of economic activity in main job by sex

Employed Female by Branch of Economic Activities



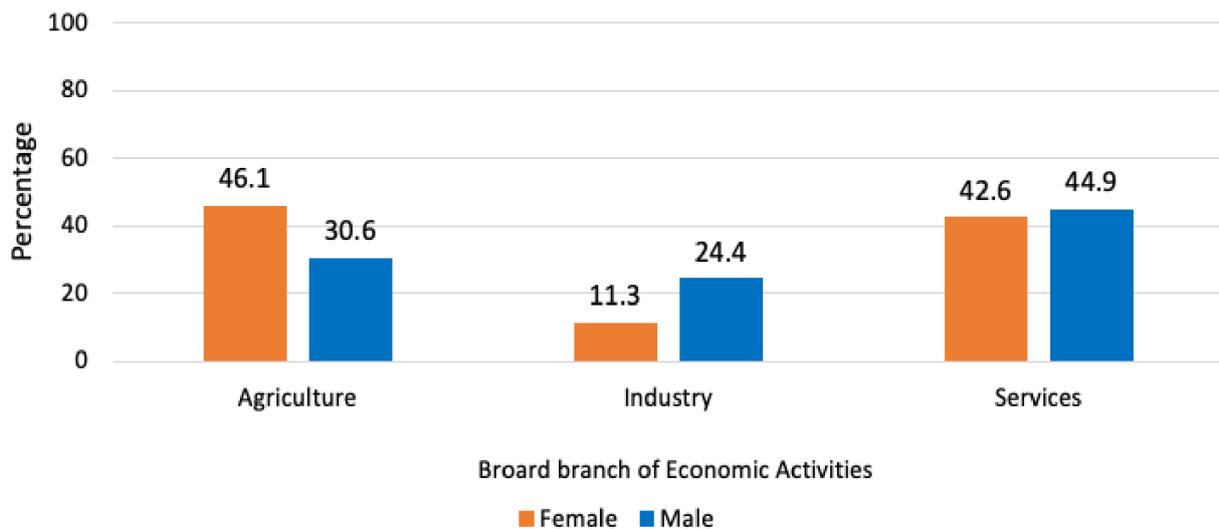
Employed Male by Branch of Economic Activity



Source: Labour Force Survey, 2019

Figure 9 presents the composition of the employed population by broad branch of economic activity. The results show that the share of female agriculture workers account for 46.1% compared to only 30.6% among their male counterparts. It should be noted that the number of workers engaged wholly in subsistence foodstuff production is excluded in the above share of female and male employed in agriculture. The share of female employed in the industry is 13.1 percentage points lower than that of male (11.3% against 24.4%), while the share of service is becoming high in employing many person (43.9%) as show in table 7, with female accounting for 42.6% compared to 44.9% of male (table 9 in Annex 1 for more details).

Figure 9: Share of work force by broad branch of economic activity by sex

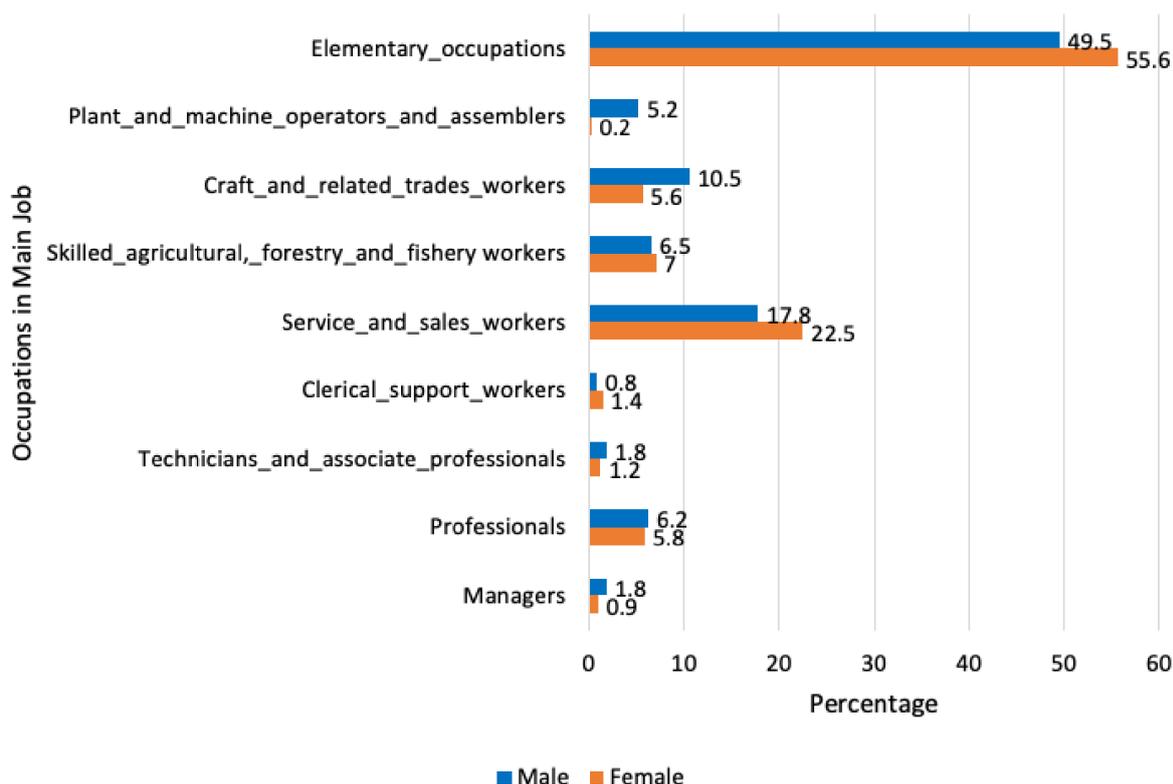


Source: Labour Force Survey, 2019

The labour force survey also collected information on occupation. Occupation refers to the kind of work done by a person employed (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person.

Figure 10 presents the distribution of the employed population by occupation category in the main job. Women were highly concentrated in elementary occupations involving the performance of simple and routine tasks. It includes cleaners and helpers; agricultural, forestry and fishery labourers; labourers in mining; construction; manufacturing and transport; food preparation assistants; street and related sales and service workers and other elementary workers. Figure 10 shows that 55.6% of employed female work in elementary occupations compared to 49.5% of male. Outside elementary occupations, female work as service and sales workers accounts for 22.5% which is slightly higher compared to 17.8% for male. Skilled agricultural, forestry and fishery workers occupations employ only 7% of female compared to 6.5% of male. These rates on agriculture occupations are very low because anyone is considered employed when he/she earns a salary or produce for markets. All foodstuff producers are excluded, which compose majority of those who are in agriculture work (table 10 in Annex 1 for more details).

Figure 10: Employed persons by occupation in main job by sex



Source: Labour Force Survey, 2019

3.3. Formal and informal sector of employment

The concept of informal sector is broadly characterized as unincorporated enterprises owned by households. In such economic units the fixed capital and other assets of the enterprise do not belong to the production units as such but to their owners, and may be used both for production and personal purposes. Production expenditure can hardly be separated from household expenditure. In practice, in the LFS, employment in the informal sector was defined as all persons 16 years of age and over who were engaged in unregistered private business enterprises or did not keep written records of accounts. Unregistration meant not registered with the Rwanda Revenue Authority or not paying PAYE/TPR. Domestic workers engaged by households were excluded from the classification of employment in the informal sector. In addition, the employment in agriculture is also excluded in formal/informal definition of this analysis.

The new Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) acknowledges that most people enter the informal economy, which is characterized by low productivity and low pay, not by choice but impelled by the lack of opportunities in the formal economy and an absence of other means of livelihood³. Women remain overrepresented as contributing family workers or in occupations (such as domestic workers) that are more likely to be in informal work

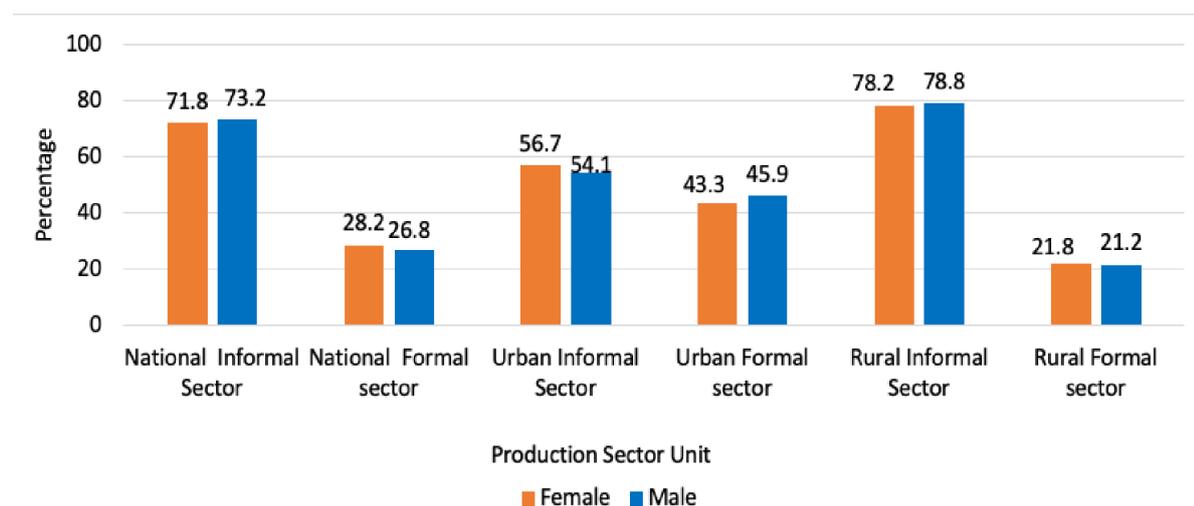
Arrangements, preventing their access to social protection (Burnham and Nik, 2012; Vanek et al.,

³ Women at Work: Trends 2016, International Labour Office – Geneva: ILO, 2016

2014; UN Women and ITUC, 2013)⁴.

The results of the survey in figure 11 and table 11 (in Annex 1) show that, at national level, 71.8% of female population was employed in informal sector which is slightly lower compared to 73.1% for male, while the opposite pattern is observed in formal sector, where slightly more female (28.2%) are working in formal sector compared to their male counterparts (26.8%). Considering the area of residence, the data show that there were slightly more female employed in informal sector in urban areas (56.7%) compared to their male counterparts (54.1%), while the opposite pattern was observed for those employed in formal sector (43.3% of female compared to 45.9% of male). In rural area, slightly fewer female were employed in informal sector compared to their male counterparts (78.2% compared to 78.8%), while the opposite pattern is observed for those employed in formal sector (21.8% of female against 21.2% of male).

Figure 11: Percentage distribution of employed population by Formal/Informal production sector unit, urban/rural area by sex



Source: Labour Force Survey, 2019

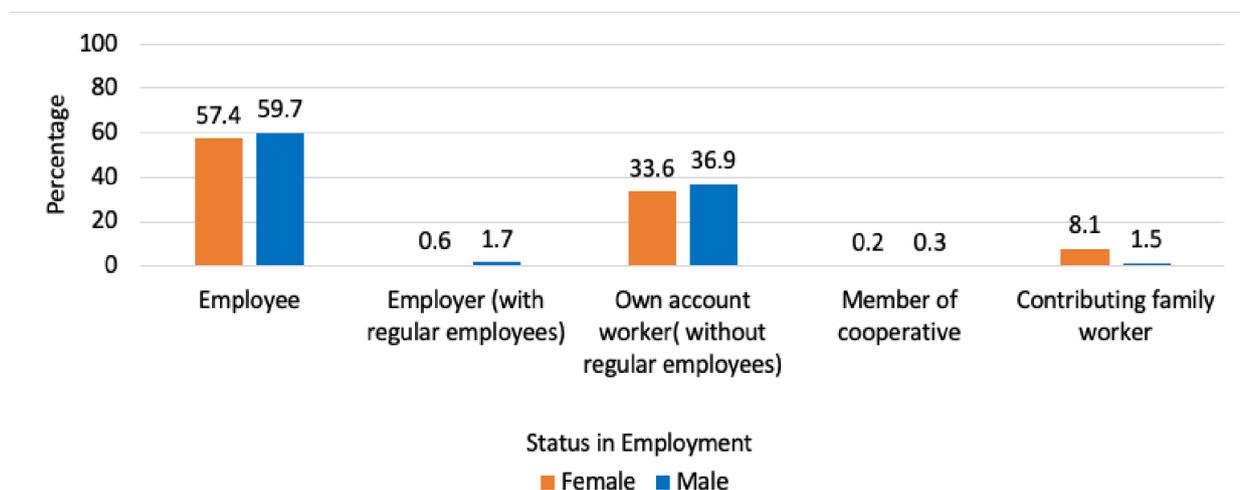
Figure 12 presents the distribution of employed population in informal sector by status in employment by sex according to 2019 LFS. The findings show that 57.4% of employed female in informal sector are working as employees, slightly lower compared to 59.7% of male. The share of own-account workers (without regular employees) in informal sector is slightly lower among employed female (33.6%) compared to their male counterparts (36.9%), while the share of female employees as contributing family workers in informal sector was about five times the one of males (8.1% against only 1.5%). The difference between female and male employees as members of producers' cooperatives is very minimal.

Taking into consideration the area of residence, the results of the survey (table 12 in Annex 1) show almost the same pattern (with the exception of own account workers in urban area) as observed at national level in both urban and rural area. There were less females employed in informal sector as

⁴ Women at Work: Trends 2016, International Labour Office – Geneva: ILO, 2016

employee than males, while more females than males were employed as own-account workers in urban area than in rural area. The proportion of female working as contributing family workers are more than four times that of their males' counterparts regardless of urban/rural characteristics.

Figure 12: Percentage distribution of employed population in informal sector by status in employment and by sex



Source: Labour Force Survey, 2019

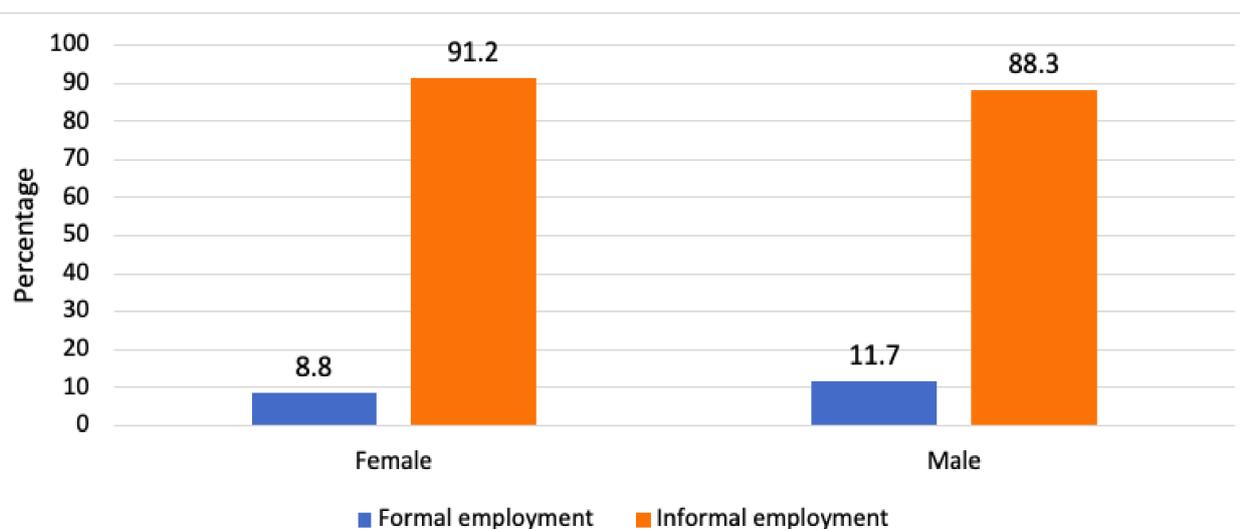
3.4: Formal and informal employment

While the concept of informal sector refers to production units as observation units, the concept of informal employment refers to jobs as observation units⁵. In the case of employees, informal employment is defined in terms of the employment relationship. A job held by an employee is considered informal, if the job does not entail social security contribution by the employer, or is not entitled to paid sick leave or paid annual leave.

The results in figure 13 and table 15 (in Annex 1) indicate that slightly more females had informal employment as their main job than their male counterparts (91.2% as compared to 88.3%) while the opposite is observed in formal employment in favour of male (8.8% of female compared to 11.7% of male).

⁵ ILO, Guidelines concerning a statistical definition of informal employment, Seventeenth International Conference of Labour Statisticians, Geneva, 2003

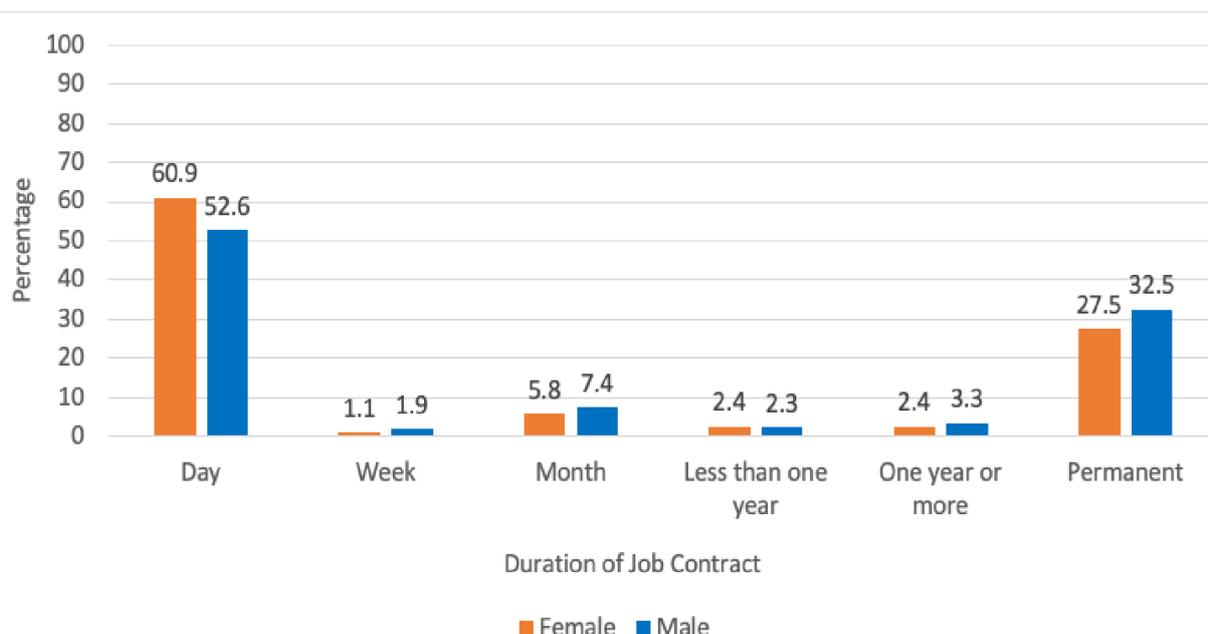
Figure 13: Percentage distribution of population by Formal/Informal employment for main job by sex



Source: Labour Force Survey, 2019

The majority of the employed population was employed on daily wage jobs, and women were overly represented in that category. The findings in figure 14 and table 18 (in Annex 1) show that the proportion of female on daily wage stands at 60,9% compared to 52,6% among men. The results also show that, only 27,5% of female had a permanent contract compared to 32,5% among men. This data underscores the magnitude of the problems affecting women in the informal sector who run a greater risk of termination and losing their livelihoods.

Figure 14: Distribution of employees by duration of contract by sex



Source: Labour Force Survey, 2019

Chapter 4. Unemployment and labour underutilization

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

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

4.1: Unemployment

The unemployment rate, defined as the ratio of the number of unemployed persons to the total labour force, is the most commonly used indicator of the labour market. It is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market. As shown by data in figure 15 and table 19 (in Annex 1), the unemployment rate was higher among female (17%) than among male (13.8%). Considering the age group, with the exception to age group 55 years and above, all other age groups the unemployment rate is higher among female than among male.

Figure 15: Unemployment rate by age group and sex

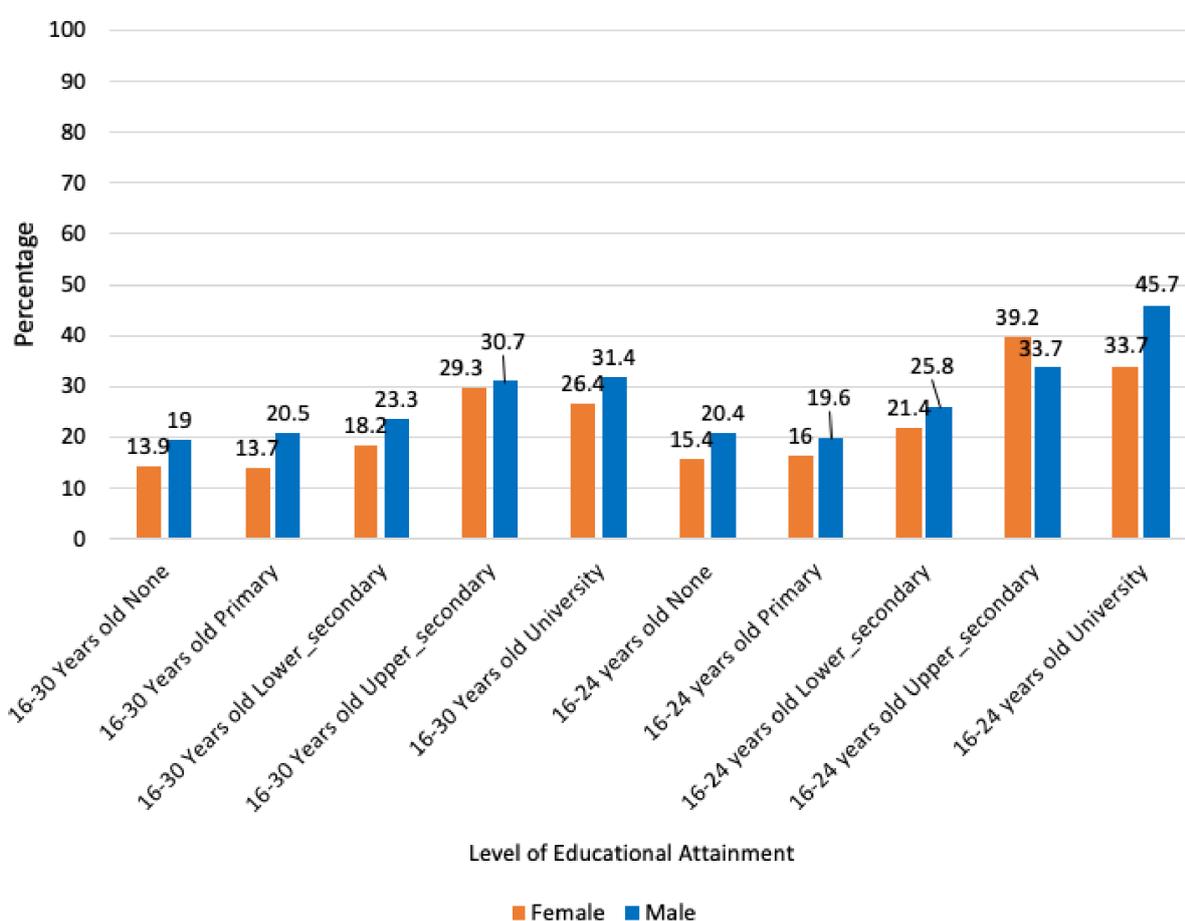


Source: Labour Force Survey, 2019

4.2 Youth unemployment

In terms of educational attainment, the results shown in figure 16 and table 20 (in Annex 1) indicate that, among youth aged 16-30 years old, the unemployment rate is highest among female with University education level (31.4%) while for male the rate is higher for those with Upper Secondary level (29.3%). On the other hand, for youth aged 16-24 years old, the unemployment is the highest among female with University level at 45.7% while for male it was among those with upper secondary level (39.2%). It should be also noted that, the unemployment is higher among female than male regardless of the level of education attainment.

Figure 16: Unemployment rate of youth (16–24 years old international; 16-30 national definitions) by level of educational attainment and by sex



Source: Labour Force Survey, 2019

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

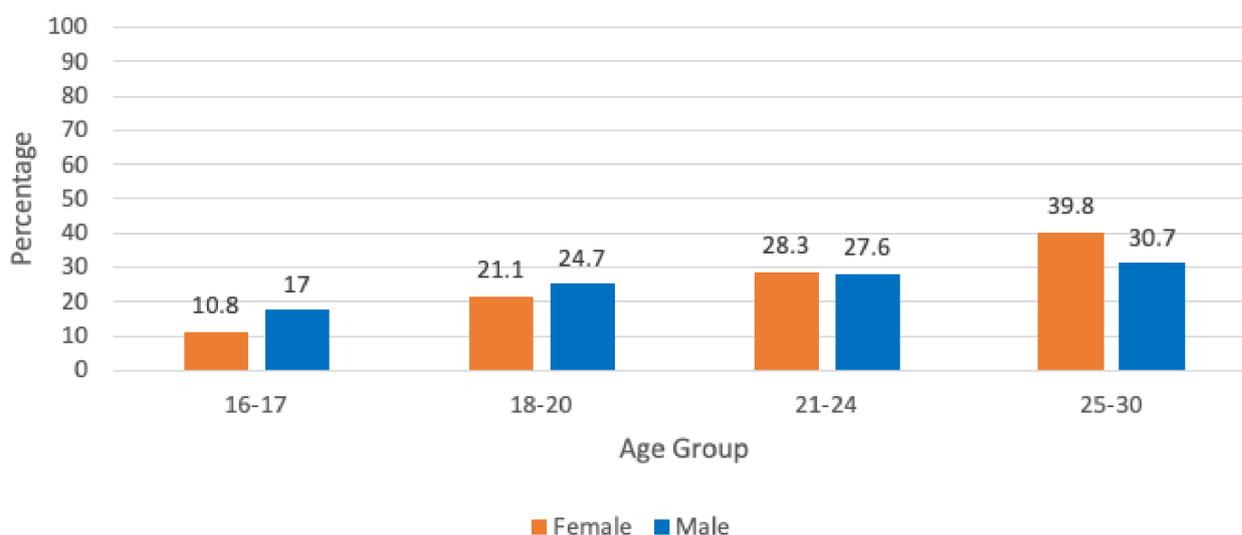
A full accounting of the labour market situation of young people is important for the formulation of employment policies regarding the youth. This provides a measure of the youth who are outside the educational system and not in employment (NEET). The NEET rate is an ILO decent work indicator and serves as a broader measure of potential youth labour market entrants than youth unemployment¹.

¹ ILO, Decent Work Indicators Concepts and definitions, ILO Manual (First version), International Labour Office, Geneva, May 2012, pp. 51-53.

The findings in figure 17 show that, the percentage of young people not in employment and not currently in education or training increases with age, where for young female it starts at 10.8% at the age group 16 to 17 years and reaches 39.8% at the age group 25-30 years, while for young male it starts at 17% at the age group 16 to 17 years and reaches 30.7% at the age group 25-30 years. It should be noted that, the NEET rate was higher among young female than among young male in upper age groups than in young age groups, as relatively more female than male remain outside the labour force after completing their education or training. Many of them are however in the potential labour force, available to take up employment under suitable conditions.

Taking into consideration the area of residence, the results in table 21 (in Annex 1) show that the pattern is also the same as at national level where female youth aged 16-20 years old not in employment, not in education or training was outnumbered by male youth, while at upper age between 21-30 years old female youth outnumbered their male counterparts suggesting female after completing their study they get long to find a job than male youth.

Figure 17: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area

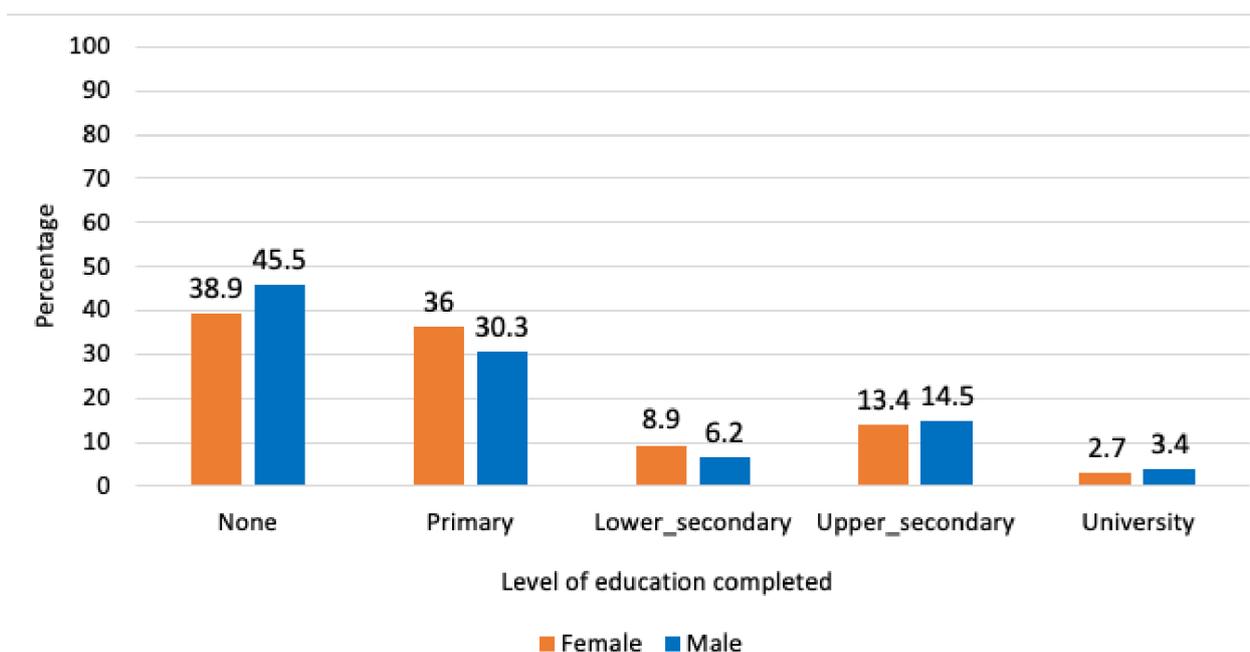


Source: Labour Force Survey, 2019

The findings in figure 18 show that, the percentage of young people not in employment and not currently in education or training decreases as the level of education increases, where for young female it starts at 38.9% for those with no education level completed to 2.7% for those with University level, while for young male it starts at 45.5% among those with no education level completed to 3.4% among those with University education level. It should be noted that, the NEET rate was slightly lower among young female than among young male with no education level completed and among those with upper secondary level. The opposite is true among those with primary and lower secondary education level.

Considering the area of residence (table 22 in Annex 1), the findings show that in urban area, the percentage of female youth not in employment, not currently in education or training was higher among those with primary level and those with lower secondary level compared to their male counterparts regardless of area of residence. For all other educational level, male outnumbered their female counterparts.

Figure 18: Youth not in employment and not currently in education or training by Level of education completed and by sex



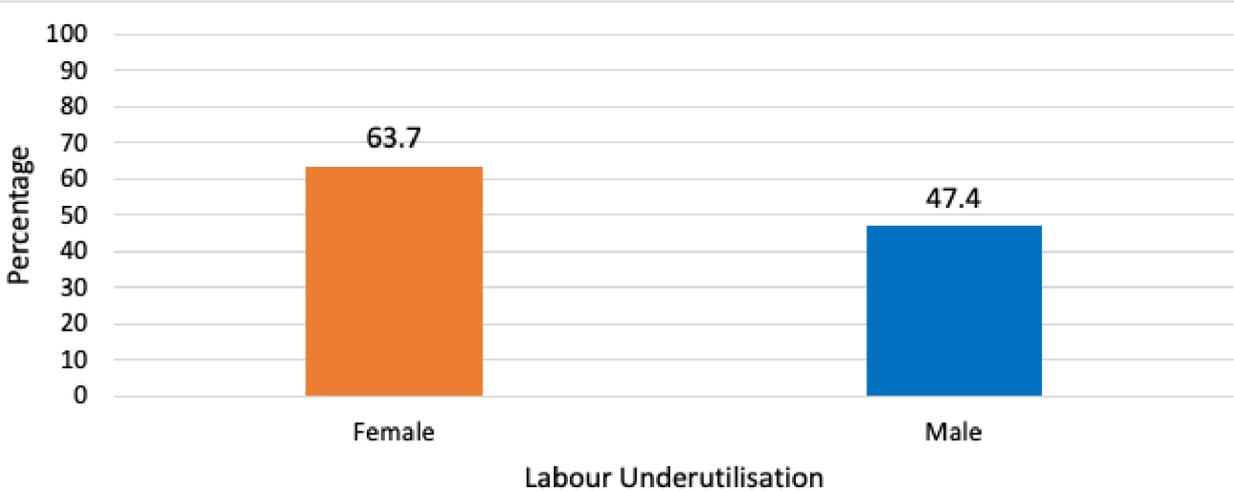
Source: Labour Force Survey, 2019

Labour underutilization refers to mismatches between labour supply and demand. It reflects the unmet need for employment among the population. Measures of labour underutilization include, but may not be restricted to unemployment; time-related underemployment; and potential labour force².

Data in figure 19 and table 23 (in Annex 1) show that, the composite measure of labour underutilization closely follows the pattern of the unemployment rate though at a much higher level. The female rate of labour underutilization stands at 63.7% which is higher than that of their male counterparts 47.4%.

² ILO, Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13th International Conference of Labour Statisticians, Geneva, 1982.

Figure 19: Composition of labour underutilization by sex



Source: Labour Force Survey, 2019

Chapter 5. Income from employment and gender wage gap

5.1 Income from employment

An attempt has been made in the labor force survey (LFS) to measure income from employment in cash and in-kind at the main job for both paid employees and self-employed workers. Because of the differences in the nature of income generation in self-employment and paid employment jobs, the international definition of employment related income distinguishes between paid employment and self-employment¹. In the case of paid employment, the concept is defined in terms of its components, namely, remuneration in cash and in kind, profit-related pay and current receipts of employment related social benefits. In the case of self-employment, the concept is defined as the difference between gross value of output and operating expenses.

Given that respondents are generally reluctant about providing information on their income in surveys, the LFS questionnaire was designed in a way so as to make response as easy as possible. The series of questions begun by asking paid employees the amount earned at their main job in cash the last time they were paid and then by asking the period it covered. If the respondent refused to provide the information or did not know the amount, another question was asked phrased in terms of income ranges rather than exact figures. Similar questions were designed for in-kind income and income from self-employment.

The results showed that despite the special questionnaire design, responses to the questions on income from self-employment and on in-kind income from employment were erratic, exhibiting wide variations and large outliers. It was therefore decided to limit the analysis of the data on cash income from employment of employees at main job for which more reliable data could be obtained.

5.2. Gender wage gap

Globally, the gender wage gap is estimated to be 23 per cent; in other words, women earn 77 percent of what men earn (ILO, 2011a)². Gender pay gap measures the relative difference between the male average hourly pay and the female average hourly pay for doing the same type of work. In line with the ILO decent work indicator, gender pay gap may be measured as the difference between the gross average hourly earnings of male and female employees expressed as percentage of gross average hourly earnings of male employees³. The limitation in this methodology is that it overlooks different factors that may be the source of wage gap such as the level of education, length of work experience,

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

2 International Labour Office: Women at Work: Trends 2016: Geneva: ILO, 2016

3 ILO, Decent Work Indicators Concepts and definitions, ILO Manual (First version), May 2012, pp. 130-131.

occupation, area of residence, industry, etc. Not taking into account these factors may result to the over estimation of gender wage gap. In this report the extended Mincer equation⁴ have been used to control those differences in individuals characteristics as well as differences in their jobs such as occupation, industry, formality status and the type of contract in order to compare, to the extent possible, the means wages of male and female working in similar jobs.

After controlling for the above-mentioned variables, the results in table 1 show that the there is no gender wage gap in Rwanda, at the national level and in both private and public sector. The absence of gender wage gap implies that the observed differences in average employment income for females and males result from the differences in their characteristics or in the differences in the characteristics of the jobs they are involved in. This means that in Rwanda, the focus of policies should be directed to the closing or reducing the gap existing in the characteristics that influence the income such as education, experience in permanent jobs, involvement in formal jobs, etc. Policies should also put in place strategies to close or reduce the gender segregation occupational index as some occupations which are paying well are predominated by males while those with low payment are predominated by females.

Table 1: Gender wage gap using extended Mincer earning equation

| VARIABLES | (1) | (2) | (3) |
|------------------|-----------------------|------------------------|-------------------------|
| | Employee hourly | Employee hourly Public | Employee hourly Private |
| Female | -0.0153 (-1.14) | -0.0318 (-0.87) | -0.0101 (-0.70) |
| A04 | 0.0268*** (8.94) | 0.0150 (0.97) | 0.0279*** (9.12) |
| exp2 | -0.0003*** (-7.27) | -0.0001 (-0.45) | -0.0003*** (-7.67) |
| Urban | 0.4063*** (20.81) | 0.6317*** (15.48) | 0.3339*** (14.94) |
| University | 0.8463*** (28.94) | 0.8183*** (18.30) | 0.7858*** (19.95) |
| Formal | 0.0528** (2.54) | 0.1482** (2.28) | 0.0425* (1.92) |
| Managers | 1.0756*** (21.29) | 0.8870*** (10.42) | 1.1636*** (17.65) |
| Professional | 0.6616*** (21.10) | 0.3694*** (6.12) | 0.9173*** (19.77) |
| Technician | 0.8787*** (18.65) | 0.7190*** (8.85) | 0.9202*** (14.78) |
| Clerical support | 0.6207*** (13.54) | 0.4591*** (5.54) | 0.6621*** (11.79) |
| craft_worker | 0.5135*** (16.70) | 0.5933*** (3.58) | 0.5253*** (16.78) |
| Plant | 0.7264*** (15.27) | 0.7005*** (4.91) | 0.7424*** (14.81) |
| Industry | 0.2661*** (13.82) | 0.1935 (0.93) | 0.2776*** (14.20) |
| Services | -0.0044 | -0.1334 | 0.0313 |

4 Heckman, James J., Lochner, Lance J., and Todd, Petra E., "Fifty Years of Mincer Earnings Regressions,"

| VARIABLES | (1) | (2) | (3) |
|--------------|-----------------|------------------------|-------------------------|
| | Employee hourly | Employee hourly Public | Employee hourly Private |
| | (-0.19) | (-0.72) | (1.26) |
| Constant | 4.5488*** | 4.8186*** | 4.5392*** |
| | (76.93) | (15.28) | (75.11) |
| Observations | 13,484 | 1,471 | 12,013 |
| R-squared | 0.4866 | 0.5405 | 0.4260 |

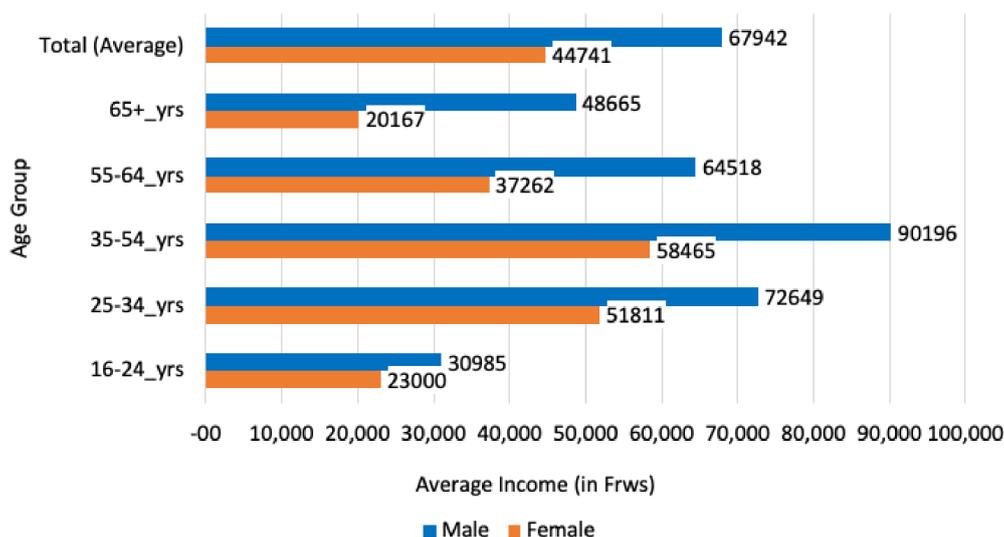
source: Labour Force Survey, 2019

Figure 20 presents the size distribution of cash monthly income from employment of employees at main job. According to these results, the average income from paid employment of male employees at main job is 67,942 Frws per month which is about 1.5 times higher compared to 44,741 Frws for female employees. It should be noted that, the average income for both female and male peaks at age group 35-54 years old, but still is 1.5 times lower for female than that of male (58,465 Frws against 90,196 Frws respectively).

When the area of residence and age are considered, data in table 24 (in Annex 1) show that the average income from paid employment in urban area for female employees at main job is 101,247 Frws per month which is 1.6 times lower compared to 157,422 Frws for male employees. Income differential by age in urban area shows that the average income for both female and male peaks at age group 35-54 years old, but still is 1.3 times lower for female than that of male (182,388 Frws against 231,737 Frws respectively).

While in rural area, the data show that the average income from paid employment for female employees at main job is 25,658 Frws per month which is 1.4 times lower compared to 38,354 Frws for male employees. Income differential by age in rural area shows that the average income for both female and male peaks at age group 35-54 years old, but still is 1.5 times lower for female than that of male (28,479 Frws against 43,730 Frws respectively).

Figure 20: Average monthly income (in Frws) from main employment by age group and sex

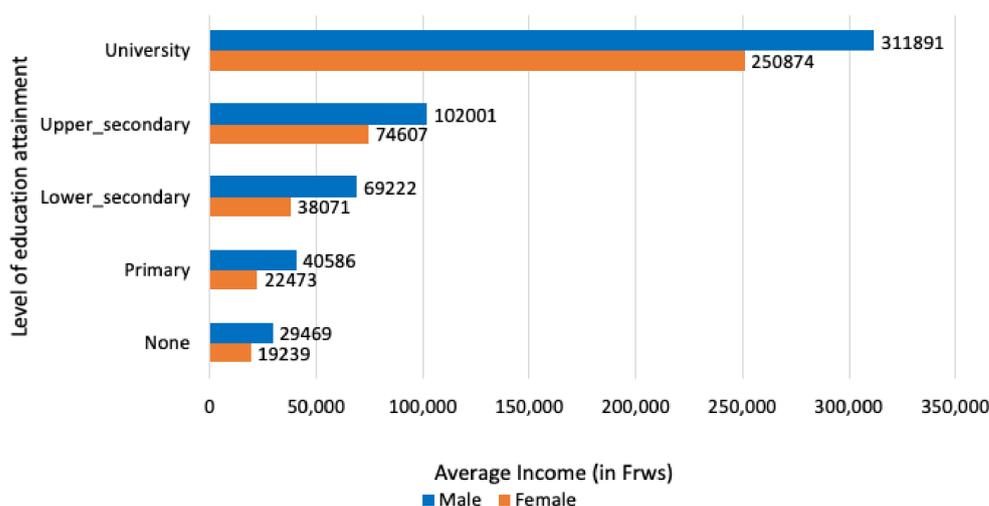


Source: Labour Force Survey, 2019

Educational level is one of the variables that determine the level of earnings. Figure 21 and Table 25 (in Annex 1) present the average monthly income from main employment by sex, level of educational attainment, and urban/rural area settings. Findings in figure 21 show that, as the level of education attainment increases, the income from main employment job also increases, but regardless of the level of education, female gets lower earnings than their male counterparts with the same educational level. At national level, the most significant difference is observed among those with Primary level where on average a female employee earns about 1.8 times lower income per month than male with same level of education (22,473 Frws against 40,586 Frws respectively), while the lowest difference in earning between female and male employee is observed among those with University education level which stands at 1.2 times lower for female compared to male with same education level attained (250,874 Frws against 311,891 Frws).

When the area of residence is considered, data in table 25 (in Annex 1) show that female consistently earns lower income compared to their male counterparts regardless of the level of education attainment as it is at national level. It is worth noting that, the difference in earning income between female and male is wider in urban than in rural area. The findings show that female in urban area with university level earn 1.3 times lower than their male counterparts with same level of education attained (284,503 Frws against 372,604 Frws), while in rural area female with university level earn 1.1 times lower than their male counterparts (140,506 Frws against 154,576 Frws). On the other hand, female in urban area with lower secondary education level have the biggest pay gap earning on average 2.3 times lower than their male counterparts with same education level (39,947 Frws against 90,388 Frws), while in rural area female with no education level have the biggest pay gap earning 1.7 times lower than their male counterparts (20,402 Frws against 35,318Frws).

Figure 21: Average monthly income (in Frws) from main employment by level of educational attainment by sex

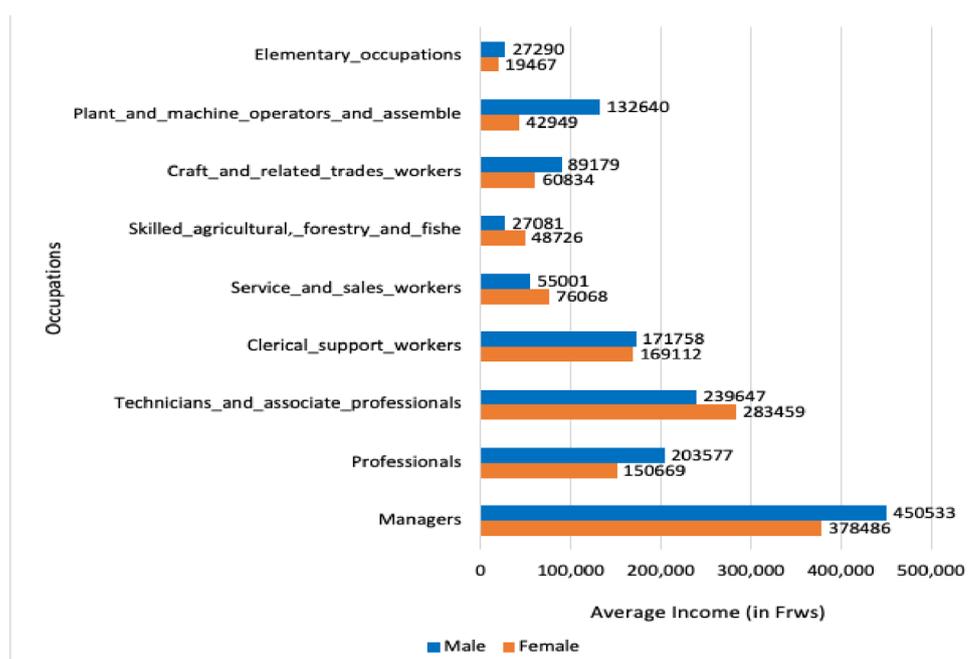


Source: Labour Force Survey, 2019

The type of occupation is one of the variables that determine the level of earnings. Figure 22 presents the Average monthly income from main employment by occupation group, urban/rural area by sex. As can be seen in the findings, only three out of nine occupation groups considered show that female earns on average more than their male counterparts, and these occupations are Technicians and associate professionals; Service and sales workers; and Skilled agricultural, forestry and fishery. In the remaining six occupations, female earns less income on average than their male counterparts. Although the average monthly income earnings of female whose occupation is manager is the highest compared to other occupations, it is still 1.2 times lower compared to male managers (378,486 Frws against 450,533 Frws). On the other hand, the elementary occupations is the lowest category in terms of providing sufficient average monthly income, where female earns 1.4 times less than their male counterparts (19,467Frws against 27,290Frws). It should be noted that, at national level, the Plant and machine operators and assemble occupation shows the highest pay gap between female and male with 3.1 times lower average income for female that their male counterparts (42,949 Frws against 132,640 frws respectively).

Considering the area of residence, data in table 26 (in Annex 1) show that in urban area female consistently earns more on average in the three occupations than male as observed as well at national level and lower income compared to their male counterparts in the remaining type of occupation groups they belong to. While in rural area, female on average earns quite higher per month compared to their male counterparts in three occupations namely Clerical support workers; Service and sales workers; and Skilled agricultural, forestry and fishery.

Figure 22: Average monthly income (in Frws) from main employment by occupation groups by sex

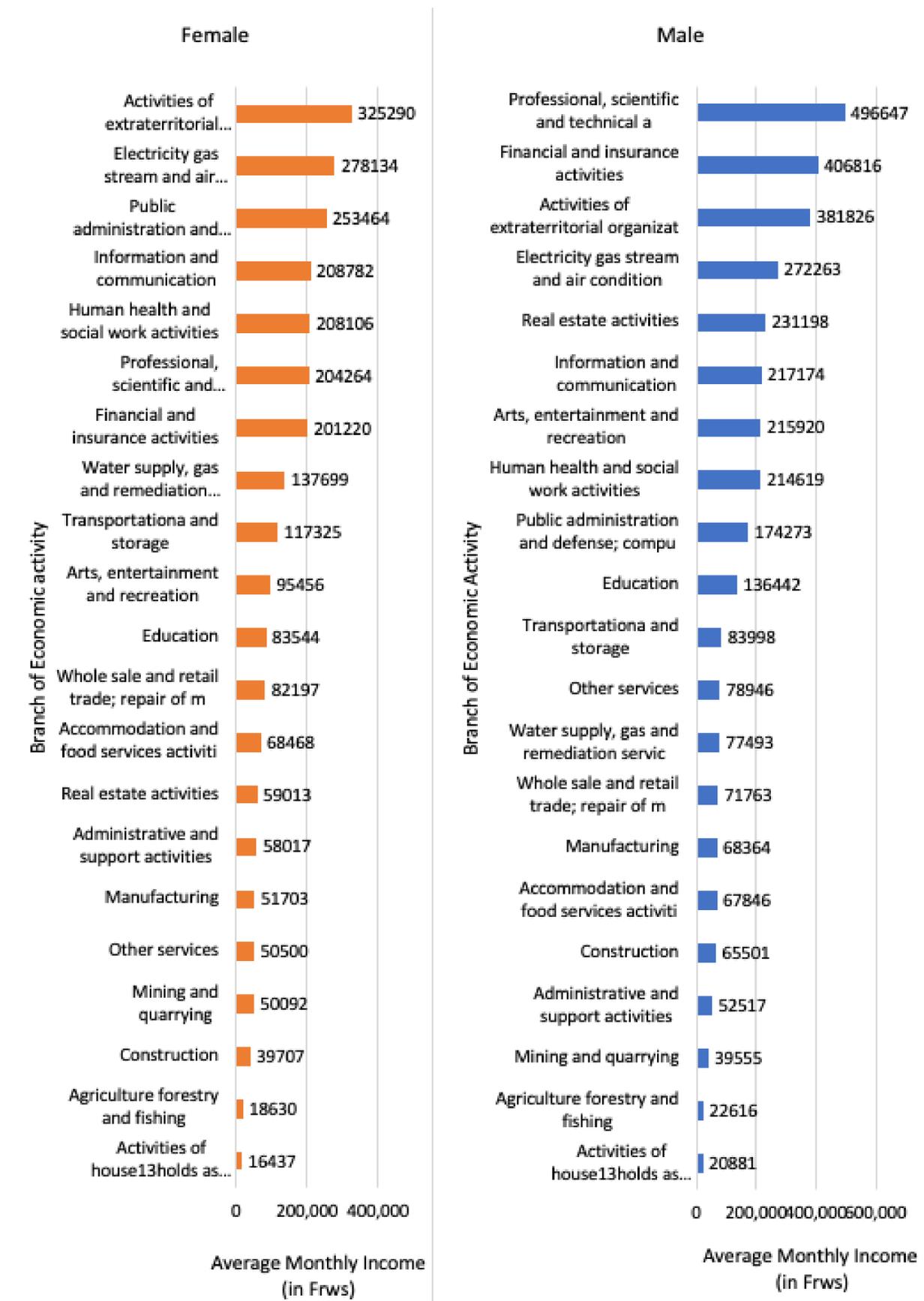


Source: Labour Force Survey, 2019

Figure 23 presents the Average monthly income from main employment by branch of economic activity and urban/rural area by sex. The findings show that, on average, females earn less income on monthly basis than their male counterparts in fifteen out of twenty-one branches of economic activity classified. The six economic branches where female earns on average more than their male counterparts are in Mining and quarrying; Water supply, gas and remediation services; Wholesale and retail trade; repair of motor vehicles; Transportation and storage; Administrative and support activities; and Public administration and defense.

The average monthly income earnings of female in Activities of extraterritorial organization (which is the highest paying branch of economic activity for female) is 1.2 times lower than that of male (325,290 Frws against 381,826 Frws). On the other hand, the average monthly income earnings of male in the Professional, scientific and technical activities (which was the highest paying branch of economic activity for male) is 2.4 times higher than that of female (204,264 Frws for female against 496,647 Frws for male). It should be noted that, the highest pay gap was observed in the Real estate activities where female average monthly income is 3.9 times lower than that of male in this branch of economic activity (table 27 in Annex 1 for more details).

Figure 23: Average monthly income (in Frws) from main employment by branch of economic activity by sex

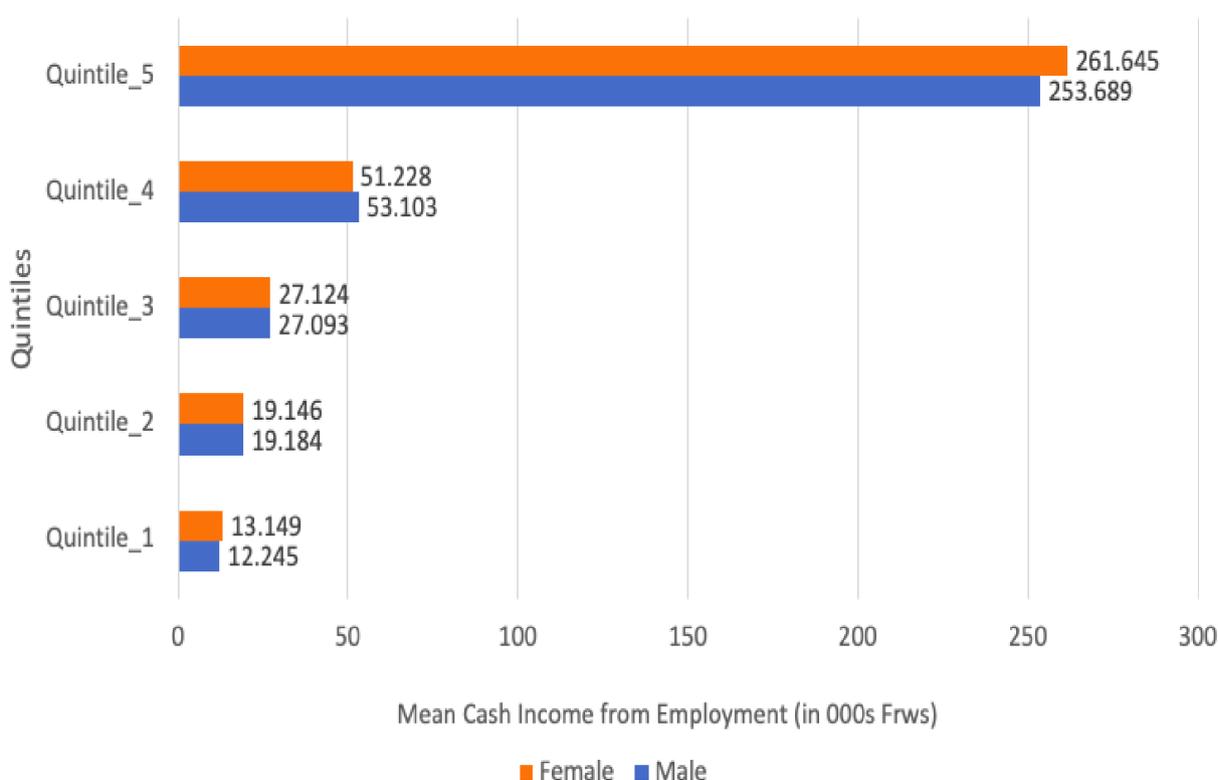


Source: Labour Force Survey, 2019

The findings in figure 24 show that, on average, females in the quintile-1 category (the poorest) earn an average monthly income higher than that of male counterparts (13,149 Frws as compared to 12,245 Frws). The same pattern is observed in quintile-5 (the richest) where female average monthly income is higher than that of male (261,645 Frws compared to 253,689 Frws). However, in the quintile-2 and quintile-4, female average monthly income is lower than that of male in the same quintile categories.

Taking into account the area of residence, the findings in table 28 (in Annex 1) show that, in urban areas female employees in all the quintile categories earn on average less income on monthly basis than their male counterparts. While in rural area, data shows that, female average monthly income is higher than that of male in quintiles 1, 3 and 5 as observed at national level.

Figure 24: Mean monthly cash income from employment of employees at main job by Quintiles and sex



Source: Labour Force Survey, 2019

Figure 25 presents the resulting size distribution of monthly cash income from employment of employees at main job by sex. According to these findings, 52.9% of female in paid employment at main job were earning an income of less than 20,000 Frws per month compared to 31.2% of male, while only 8.9% of female in paid employment were earning a monthly income ranging from 100,000 Frws and above compared to 15.8% of male. It should be noted, in general, that as the monthly income interval from employment of employee at main job increases, the size (percentage) of female who earns higher monthly income decreases significantly, while for male although a decreasing trend

is observed, it is not that significant as compared to female.

Considering the area of residence (table 29 in Annex 1), the findings show that, 27.7% of female in paid employment at main job in urban area were earning a monthly income of less than 20,000 Frws compared to 11.6%, while 27.2% of female were earning a monthly income ranging from 100,000 Frws and above compared to 43.5% of male. In rural area, majority of female (61.5%) and male (37.8%) were earning less than 20,000 Frws per month.

Figure 25: Size distribution of income from employment by urban/rural area and sex



Source: Labour Force Survey, 2019

Chapter 6. Own-use producers and subsistence foodstuff Producers

6.1 Foodstuff producers

The international standards on statistics of work, employment and labour underutilization define own-use producers as all persons of working age who were engaged in own-use production work for at least one hour during the reference period. Own-use production comprises any activity to produce goods or provide services for own final use, interpreted to mean production where the intended destination of the output as self-declared is mainly for final use by the producer in the form of capital formation, or final consumption by household members, or by family members living in other households. In the case of agricultural, fishing, hunting or gathering goods intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

Production of goods is within the system of national accounts (SNA) production boundary and covers: (i) producing or processing for storage agricultural, fishing, hunting and gathering products; (ii) collecting or processing for storage mining and forestry products, including firewood and other fuels; (iii) fetching water from natural and other sources; (iv) manufacturing household goods (such as furniture, textiles, clothing, footwear, pottery or other durables, including boats and canoes); (v) building, or effecting major repairs to, one's own dwelling, farm buildings, etc.

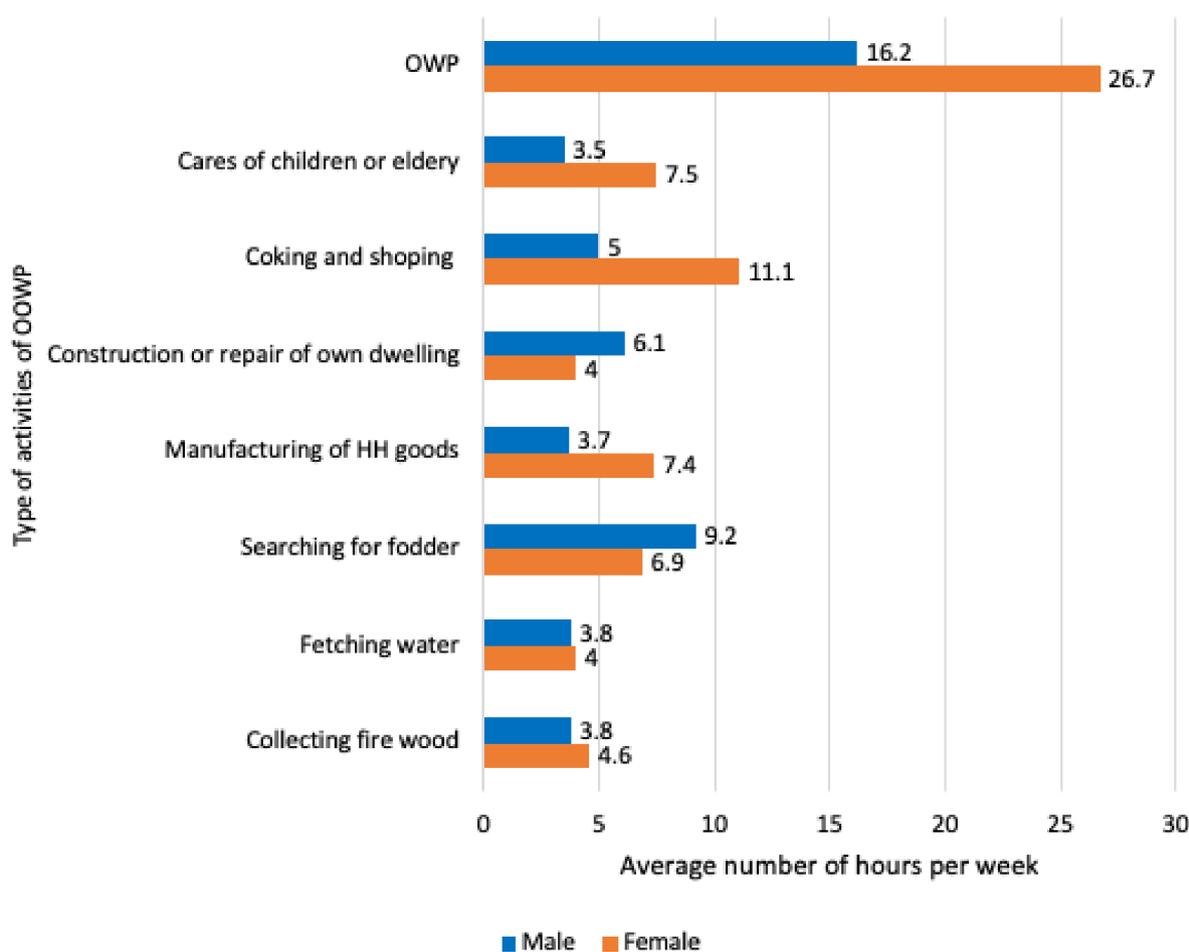
Provision of services is within the SNA general production boundary and covers (i) household activities of accounting and management, purchasing or transporting goods; (ii) preparing or serving meals, household waste disposal and recycling; (iii) cleaning, decorating and maintaining one's own dwelling or premises, durables and other goods, and gardening; (iv) childcare and instruction, transporting and caring for elderly, dependent or other household members and domestic animals or pets, etc.

Information about participation and time-spent in own-use production work is essential to inform a wide range of policies including those targeting employment creation in rural areas, poverty reduction, food security, and provision of a wide range of services, including water supply, child and elderly care, domestic services, etc. It is also essential for addressing gender issues in the world of work and for better understanding participation and access to labour markets, and related issues such as work-life balance.

The 2019 LFS questionnaire contained seven questions on time spent on different types of own-use production work excluding production or processing of food stuff. The results are shown in figure 26 and table 35 (in Annex 1). The data indicate that, in general, female devoted on average 26.7

hours per week on own-use production work (OWP) compared to only 16.2 hours for male which is almost twice lower than the time spent by female. The activities in which females were spending more time than men per week were cooking and shopping (11.1 hours against only 5 hours) followed in second position by looking/caring after children or elderly (7.5 hours against only 3.5 hours), and in third position manufacturing household goods (7.4 hours against only 3.7 hours) while males were spending more time than female per week only in two main activities namely searching for fodder or grazing (9.2 hours against 6.9 hours) and construction or repairing own dwelling (6.1 hours against 4 hours).

Figure 26: Average number of hours per week spent in own use production activities by type and sex

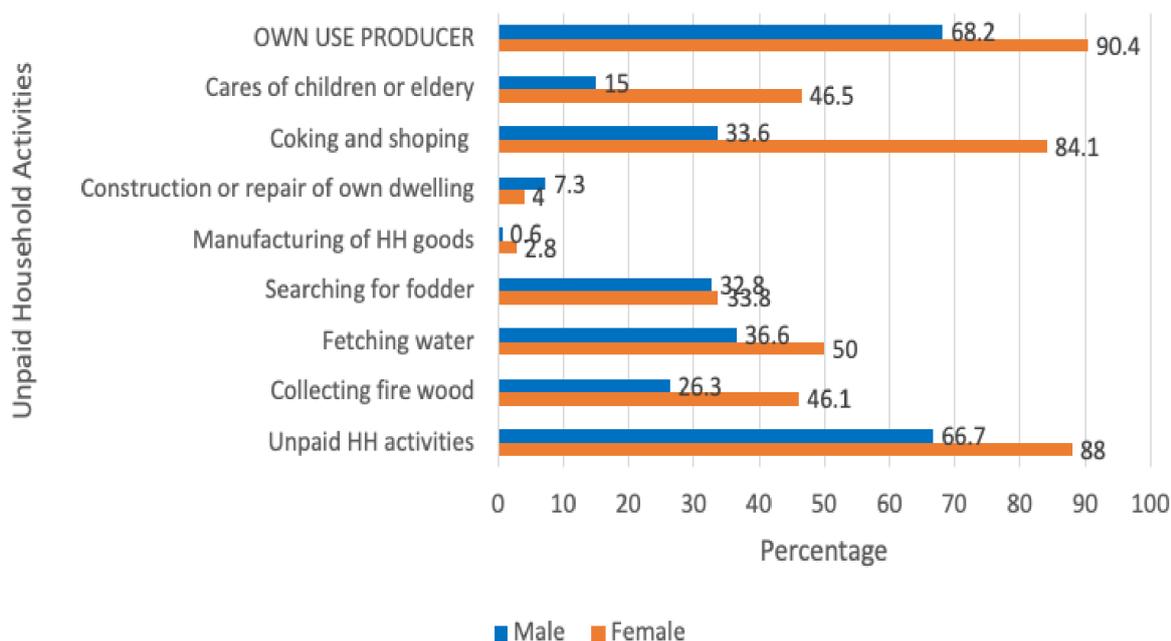


Source: Labour Force Survey, 2019

Figure 27 illustrates the proportion of working age population who were engaged in own use production activities by sex. Females are more engaged in own use production (90,4%) than males (68,2%). Except for repairing of own dwelling/house, the proportion of working age females engaged in other type of own use production activities was higher than the proportion of working age males. It should be noted that, the proportion of female carrying out the activity of cooking and shopping is almost three times the one of male (84,1% compared to 33,6% respectively) (table 36 in Annex 1 for

more details).

Figure 27: Proportion of working age population who are own use producers (OWP) by sex



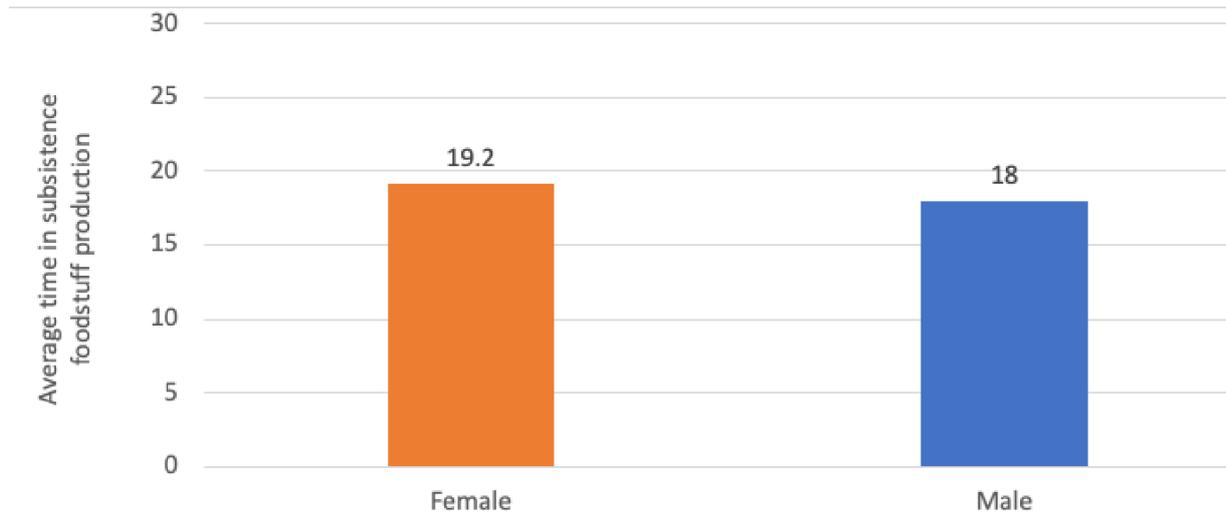
Source: Labour Force Survey, 2019

6.2 Subsistence foodstuff producers

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

Figure 28 present the average time spend per week on subsistence foodstuff production by sex. The data shows that on average female spend about 19.2 hours per week on subsistence foodstuff production compared to 18 hours for their male counterparts. The average number of hours of work on subsistence foodstuff production among the employed was 18.7 hours per week (table 37 in Annex 1 for more details).

Figure 28: Average time spend per week on subsistence foodstuff production by sex



Source: Labour Force Survey, 2019

ANNEX TABLES

Annex 1. List of tables

Table 2: Labour force participation rate by age group, area of residence by sex

| Age group | Rwanda | | | Urban | | | Rural | | |
|--------------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| 15-19 yrs | 27,3 | 30,7 | 29 | 36,1 | 23,3 | 30,1 | 25,1 | 32,3 | 28,7 |
| 20-24 yrs | 49,8 | 62,5 | 55,9 | 58,8 | 63,7 | 61,1 | 46,5 | 62 | 54 |
| 25-29 yrs | 60,4 | 81,3 | 70,1 | 71,2 | 86,6 | 78,7 | 56,4 | 79,1 | 66,8 |
| 30-34 yrs | 60,1 | 83,6 | 71,7 | 72,8 | 93,9 | 84,0 | 56,7 | 80,3 | 68,1 |
| 35-39 yrs | 56,1 | 80,3 | 67,7 | 75,1 | 91,0 | 83,5 | 51,8 | 77,2 | 63,7 |
| 40-44 yrs | 52,1 | 79,2 | 64,9 | 75,2 | 93,9 | 84,9 | 46,8 | 74,8 | 59,6 |
| 45-49 yrs | 55,6 | 72,3 | 63,2 | 71,8 | 87,8 | 79,9 | 52,4 | 68,3 | 59,4 |
| 50-54 yrs | 42,8 | 64,8 | 53,1 | 64,1 | 80,5 | 73,2 | 39,9 | 61,5 | 49,6 |
| 55-59 yrs | 37,2 | 57,2 | 45,6 | 53,7 | 73,3 | 63,7 | 35,1 | 54,1 | 42,8 |
| 60-64 yrs | 27,9 | 46,8 | 36,2 | 39,1 | 70,2 | 53,1 | 26,4 | 43,5 | 33,9 |
| 65-69 yrs | 17 | 32,7 | 23,6 | 33,1 | 51,6 | 41,6 | 15,2 | 30,3 | 21,6 |
| 70-74 yrs | 9,4 | 23,8 | 15,3 | 3,1 | 43,2 | 18,6 | 10 | 22,1 | 15 |
| 75+ yrs | 4,5 | 7,8 | 5,7 | 5,9 | 6,6 | 6,2 | 4,3 | 7,9 | 5,7 |
| Total | 45,1 | 62,8 | 53,4 | 60,5 | 73,6 | 67 | 41,3 | 59,9 | 49,9 |

Source: Labour Force Survey, 2019

Table 3: Labour force participation rate by marital status, urban/rural area by sex

| Marital status | Rwanda | | | Urban | | | Rural | | |
|--------------------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Married | 45,6 | 67,5 | 56,5 | 64,6 | 85,6 | 75,4 | 42 | 63,7 | 52,6 |
| Living together | 54,7 | 80,4 | 67,6 | 61,6 | 92,4 | 77,4 | 53,2 | 77,8 | 65,5 |
| Divorced/Separated | 65,5 | 69 | 66,4 | 82,3 | 84,2 | 82,7 | 61,5 | 65,9 | 62,6 |
| Single | 43,2 | 52,5 | 48,1 | 58,4 | 61,5 | 60,1 | 37,6 | 49,2 | 43,7 |
| Widow/widower | 30,2 | 31,5 | 30,3 | 41,9 | 47 | 42,5 | 28,6 | 28,8 | 28,6 |
| Total | 45,1 | 62,8 | 53,4 | 60,5 | 73,6 | 67 | 41,3 | 59,9 | 49,9 |

Source: Labour Force Survey, 2019

Table 4: Labour force participation rate by disability status, area of residence by sex

| Disability status | Rwanda | | | Urban | | | Rural | | |
|-------------------|-------------|-------------|-------------|-------------|-------------|-----------|-------------|-------------|-------------|
| | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| No disability | 46,4 | 64,3 | 54,9 | 61,2 | 74,5 | 67,8 | 42,7 | 61,5 | 51,5 |
| With disability | 16,1 | 23 | 19 | 30,2 | 26,9 | 28,7 | 14,5 | 22,5 | 17,9 |
| Total | 45,1 | 62,8 | 53,4 | 60,5 | 73,6 | 67 | 41,3 | 59,9 | 49,9 |

Source: Labour Force Survey, 2019

Table 5: Distribution of labour force by level of education attainment among young, adult Population, urban/rural area by sex

| | Level of education completed | Total | | | Young | | | Adults | | |
|--------|------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Rwanda | None | 49 | 45,7 | 47,2 | 37,8 | 42,2 | 40,2 | 58,3 | 48,3 | 52,6 |
| | Primary | 28,1 | 30,6 | 29,5 | 32,4 | 31,1 | 31,7 | 24,5 | 30,2 | 27,7 |
| | Lower_secondary | 5,7 | 6,1 | 5,9 | 8,9 | 8,1 | 8,5 | 3,1 | 4,7 | 4 |
| | Upper_secondary | 10,6 | 9,8 | 10,2 | 15,9 | 13,9 | 14,8 | 6,1 | 6,9 | 6,5 |
| | University | 6,6 | 7,8 | 7,2 | 4,9 | 4,6 | 4,7 | 8 | 10,1 | 9,2 |
| | Total | 100 |

| | Level of education completed | Total | | | Young | | | Adults | | |
|-------|------------------------------|--------|------|-------|--------|------|-------|--------|------|-------|
| | | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Urban | None | 24,5 | 19,9 | 22 | 21,5 | 20,6 | 21,1 | 27,8 | 19,3 | 22,8 |
| | Primary | 26 | 26,2 | 26,1 | 28,9 | 27,5 | 28,2 | 22,6 | 25,3 | 24,2 |
| | Lower_secondary | 9,8 | 11,1 | 10,5 | 11,9 | 11,7 | 11,8 | 7,3 | 10,7 | 9,3 |
| | Upper_secondary | 19,8 | 20,2 | 20 | 24,3 | 27,1 | 25,7 | 14,8 | 15 | 14,9 |
| | University | 20 | 22,6 | 21,4 | 13,3 | 13,1 | 13,2 | 27,5 | 29,8 | 28,8 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Rural | None | 57,7 | 54,4 | 55,9 | 45 | 49,7 | 47,6 | 67,2 | 57,8 | 62 |
| | Primary | 28,9 | 32 | 30,6 | 34 | 32,4 | 33,1 | 25,1 | 31,8 | 28,8 |
| | Lower_secondary | 4,3 | 4,4 | 4,4 | 7,6 | 6,9 | 7,2 | 1,9 | 2,7 | 2,3 |
| | Upper_secondary | 7,3 | 6,3 | 6,8 | 12,3 | 9,3 | 10,6 | 3,5 | 4,2 | 3,9 |
| | University | 1,8 | 2,8 | 2,3 | 1,1 | 1,7 | 1,5 | 2,3 | 3,5 | 3 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 6: Percentage distribution of employed population by Status in employment at main Job by sex

| Status in employment | Sex | | Total |
|--|------------|------------|------------|
| | Female | Male | |
| Employee | 66,2 | 68 | 67,2 |
| Employer (with regular employees) | 0,6 | 1,7 | 1,3 |
| Own account worker (without regular employees) | 26,3 | 28,7 | 27,7 |
| Member of cooperative | 0,2 | 0,4 | 0,3 |
| Contributing family worker | 6,6 | 1,2 | 3,6 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 7: Distribution of employed population by institutional sector, according to sex

| Institutional sector | Female | Male | Total |
|----------------------|--------------|--------------|--------------|
| Public | 5,6 | 6,5 | 6,1 |
| Private & NGO | 86,4 | 88,4 | 87,6 |
| Household | 7,9 | 5,0 | 6,3 |
| Total | 100,0 | 100,0 | 100,0 |

Source: Labour Force Survey, 2019

Table 8: Employed persons by branch of economic activity in main job by sex

| Economic activity | Female | Male | Total |
|---|--------|------|-------|
| Agriculture forestry and fishing | 46,1 | 30,6 | 37,4 |
| Mining and quarrying | 0,5 | 3,5 | 2,2 |
| Manufacturing | 6,9 | 6 | 6,4 |
| Electricity gas steam and air conditioning supply | 0 | 0,5 | 0,3 |
| Water supply, gas and remediation services | 0,2 | 0,3 | 0,2 |
| Construction | 3,7 | 14,2 | 9,6 |
| Whole sale and retail trade; repair of motor vehicles and motorcycles | 17,8 | 12,5 | 14,8 |
| Transportation and storage | 0,4 | 9 | 5,2 |
| Accommodation and food services activities | 3,3 | 2,7 | 3 |
| Information and communication | 0,3 | 0,4 | 0,4 |
| Financial and insurance activities | 1,1 | 1 | 1,1 |
| Real estate activities | 0 | 0,2 | 0,1 |
| Professional, scientific and technical activities | 0,6 | 1 | 0,8 |
| Administrative and support activities | 1,3 | 2,3 | 1,8 |
| Public administration and defense; compulsory social security | 1,3 | 2,7 | 2,1 |

| Economic activity | Female | Male | Total |
|---|---------------|-------------|--------------|
| Education | 4 | 3,3 | 3,6 |
| Human health and social work activities | 1,6 | 1,2 | 1,4 |
| Arts, entertainment and recreation | 0,3 | 0,4 | 0,3 |
| Other services | 1,9 | 2,5 | 2,2 |
| Activities of households as employers | 8 | 5,1 | 6,4 |
| Activities of extraterritorial organizations and bodies | 0,6 | 0,6 | 0,6 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 9: Share of employment by broad branch of economic activity by sex

| Economic sector | Female | Male | Total |
|------------------------|---------------|-------------|--------------|
| Agriculture | 46,1 | 30,6 | 37,4 |
| Industry | 11,3 | 24,4 | 18,7 |
| Services | 42,6 | 44,9 | 43,9 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 10: Employed persons by occupation in main job by sex

| Occupation | Female | Male | Total |
|---|---------------|-------------|--------------|
| Managers | 0,9 | 1,8 | 1,4 |
| Professionals | 5,8 | 6,2 | 6 |
| Technicians_and_associate_professionals | 1,2 | 1,8 | 1,5 |
| Clerical_support_workers | 1,4 | 0,8 | 1 |
| Service_and_sales_workers | 22,5 | 17,8 | 19,8 |
| Skilled_agricultural_forestry_and_fishery_workers | 7 | 6,5 | 6,7 |
| Craft_and_related_trades_workers | 5,6 | 10,5 | 8,3 |
| Plant_and_machine_operators_and_assemblers | 0,2 | 5,2 | 3 |
| Elementary_occupations | 55,6 | 49,5 | 52,2 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 11: Percentage distribution of employed population by Formal/Informal Production sector unit (non-agriculture), urban/rural area and sex

| Area of Residence | Production Sector Unit | Sex | | Total |
|--------------------------|-------------------------------|---------------|-------------|--------------|
| | | Female | Male | |
| Rwanda | Informal Sector | 71,8 | 73,2 | 72,7 |
| | Formal sector | 28,2 | 26,8 | 27,3 |
| | Total | 100 | 100 | 100 |
| Urban | Informal Sector | 56,7 | 54,1 | 55,2 |
| | Formal sector | 43,3 | 45,9 | 44,8 |
| | Total | 100 | 100 | 100 |
| Rural | Informal Sector | 78,2 | 78,8 | 78,6 |
| | Formal sector | 21,8 | 21,2 | 21,4 |
| | Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 12: Percentage distribution of employed population in informal sector by status in Employment, urban/rural area and by sex

| Area of residence | Status in employment | Sex | | Total |
|-------------------|--|------------|------------|------------|
| | | Female | Male | |
| Rwanda | Employee | 57,4 | 59,7 | 58,7 |
| | Employer (with regular employees) | 0,6 | 1,7 | 1,2 |
| | Own account worker (without regular employees) | 33,6 | 36,9 | 35,4 |
| | Member of cooperative | 0,2 | 0,3 | 0,2 |
| | Contributing family worker | 8,1 | 1,5 | 4,4 |
| | Total | 100 | 100 | 100 |
| Urban | Employee | 30,2 | 44 | 38,1 |
| | Employer (with regular employees) | 2,4 | 2,8 | 2,6 |
| | Own account worker (without regular employees) | 59,4 | 51,2 | 54,7 |
| | Member of cooperative | 0,3 | 0,2 | 0,3 |
| | Contributing family worker | 7,7 | 1,8 | 4,3 |
| | Total | 100 | 100 | 100 |
| Rural | Employee | 62,5 | 62,8 | 62,7 |
| | Employer (with regular employees) | 0,3 | 1,4 | 0,9 |
| | Own account worker (without regular employees) | 28,9 | 34 | 31,7 |
| | Member of cooperative | 0,2 | 0,3 | 0,2 |
| | Contributing family worker | 8,1 | 1,5 | 4,5 |
| | Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 13: Cross-classification of employment by informal or formal job and informal or Formal production unit by sex of occupier

| Production sector unit | Female | | | Male | | |
|------------------------|-------------------|---------------------|------------|-------------------|---------------------|------------|
| | Formal Employment | Informal Employment | Total | Formal Employment | Informal Employment | Total |
| Informal Sector | 0 | 100 | 100 | 0,1 | 99,9 | 100 |
| Formal sector | 58,3 | 41,7 | 100 | 59,2 | 40,8 | 100 |
| Total | 9,6 | 90,4 | 100 | 12,4 | 87,6 | 100 |

Source: Labour Force Survey, 2019

Table 14: Distribution of employees by duration of contract by sex

| | Female | Male | Total |
|--------------------|------------|------------|------------|
| Day | 60,9 | 52,6 | 56,2 |
| Week | 1,1 | 1,9 | 1,6 |
| Month | 5,8 | 7,4 | 6,7 |
| Less than one year | 2,4 | 2,3 | 2,4 |
| One year or more | 2,4 | 3,3 | 2,9 |
| Permanent | 27,5 | 32,5 | 30,3 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 15: Percentage distribution of population by Formal/Informal employment for main Job by sex

| Formal and Informal employment for main job | Female | Male | Total |
|---|------------|------------|------------|
| Formal employment | 8,8 | 11,7 | 10,5 |
| Informal employment | 91,2 | 88,3 | 89,5 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 16: Informal and formal employment by level of educational attainment, area of Residence by sex

| Area of Residence | Level of education completed | Female | | | Male | | |
|-------------------|------------------------------|-------------------|---------------------|-------|-------------------|---------------------|-------|
| | | Formal Employment | Informal Employment | Total | Formal Employment | Informal employment | Total |
| Rwanda | None | 1,4 | 55,2 | 50,4 | 5,2 | 51,9 | 46,5 |
| | Primary | 3,4 | 30,5 | 28,2 | 12,1 | 33,2 | 30,7 |
| | Lower_ secondary | 3,1 | 5,6 | 5,4 | 6,7 | 6 | 6,1 |
| | Upper_ secondary | 36,8 | 6,9 | 9,5 | 25,4 | 6,6 | 8,8 |
| | University | 55,3 | 1,8 | 6,5 | 50,7 | 2,2 | 7,9 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 |
| Urban | None | 0,2 | 32,5 | 25,7 | 2,2 | 27,9 | 20,8 |
| | Primary | 3,3 | 33,7 | 27,2 | 8,4 | 34,1 | 26,9 |
| | Lower_ secondary | 3,4 | 11,1 | 9,4 | 6,8 | 12,5 | 10,9 |
| | Upper_ secondary | 25,4 | 15,7 | 17,8 | 21,6 | 16,9 | 18,2 |
| | University | 67,7 | 7 | 19,8 | 61 | 8,5 | 23,1 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 |
| Rural | None | 3,4 | 61,8 | 59,2 | 9,6 | 58,2 | 55,1 |
| | Primary | 3,7 | 29,6 | 28,5 | 17,6 | 33 | 32 |
| | Lower_ secondary | 2,6 | 4 | 4 | 6,4 | 4,3 | 4,4 |
| | Upper_ secondary | 55,8 | 4,3 | 6,6 | 31 | 3,9 | 5,6 |
| | University | 34,5 | 0,2 | 1,8 | 35,3 | 0,6 | 2,8 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 17: Informal and formal employment by occupation, area of residence by sex

| | Occupation | Female | | | Male | | |
|--------|--|-------------------|---------------------|-------|-------------------|---------------------|-------|
| | | Formal employment | Informal employment | Total | Formal employment | Informal employment | Total |
| Rwanda | Managers | 8,8 | 0,1 | 0,9 | 12,7 | 0,3 | 1,8 |
| | Professionals | 52,9 | 1,2 | 5,8 | 43,2 | 1,3 | 6,2 |
| | Technicians and associate professionals | 8,8 | 0,5 | 1,2 | 8,6 | 0,9 | 1,8 |
| | Clerical support workers | 9,7 | 0,6 | 1,4 | 4,1 | 0,3 | 0,8 |
| | Service and sales workers | 16,5 | 23 | 22,5 | 16,5 | 17,9 | 17,8 |
| | Skilled agricultural, forestry and fishery workers | 0,1 | 7,6 | 7 | 0,6 | 7,3 | 6,5 |
| | Craft and related trades workers | 1,2 | 6 | 5,6 | 4 | 11,4 | 10,5 |
| | Plant and machine operators and assemblers | 0 | 0,2 | 0,2 | 7,3 | 4,9 | 5,2 |
| | Elementary occupations | 2 | 60,7 | 55,6 | 3,2 | 55,7 | 49,5 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 |

| | Occupation | Female | | | Male | | |
|-------|--|-------------------|---------------------|-------|-------------------|---------------------|-------|
| | | Formal employment | Informal employment | Total | Formal employment | Informal employment | Total |
| Urban | Managers | 11,5 | 0,6 | 2,9 | 15,6 | 1,2 | 5,2 |
| | Professionals | 45,7 | 3 | 12 | 36,8 | 3,7 | 12,9 |
| | Technicians and associate professionals | 9,7 | 1,3 | 3,1 | 11,1 | 2,6 | 4,9 |
| | Clerical support workers | 10,9 | 1,8 | 3,7 | 5,5 | 1,1 | 2,3 |
| | Service and sales workers | 19,7 | 39,2 | 35,1 | 17,5 | 27,4 | 24,7 |
| | Skilled agricultural, forestry and fishery workers | 0,1 | 1,7 | 1,4 | 0 | 2,1 | 1,5 |
| | Craft and related trades workers | 1 | 7,1 | 5,8 | 4,3 | 16 | 12,8 |
| | Plant and machine operators and assemblers | 0,1 | 0,3 | 0,3 | 7,4 | 11 | 10 |
| | Elementary occupations | 1,4 | 44,9 | 35,7 | 1,7 | 34,9 | 25,7 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 |
| Rural | Managers | 4,2 | 0 | 0,2 | 8,4 | 0,1 | 0,6 |
| | Professionals | 65 | 0,7 | 3,6 | 52,6 | 0,7 | 4 |
| | Technicians and associate professionals | 7,3 | 0,2 | 0,5 | 4,8 | 0,5 | 0,7 |
| | Clerical support workers | 7,6 | 0,2 | 0,6 | 1,9 | 0,1 | 0,2 |
| | Service and sales workers | 11,2 | 18,3 | 18 | 14,9 | 15,4 | 15,4 |
| | Skilled agricultural, forestry and fishery workers | 0,1 | 9,4 | 9 | 1,5 | 8,6 | 8,2 |
| | Craft and related trades workers | 1,6 | 5,7 | 5,5 | 3,4 | 10,2 | 9,7 |
| | Plant and machine operators and assemblers | 0 | 0,1 | 0,1 | 7,1 | 3,3 | 3,6 |
| | Elementary occupations | 3 | 65,3 | 62,6 | 5,3 | 61,1 | 57,5 |
| | Total | 100 | 100 | 100 | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 18: Distribution of employees by duration of contract by sex

| Duration of contract | Female | Male | Total |
|----------------------|--------|------|-------|
| Day | 60,9 | 52,6 | 56,2 |
| Week | 1,1 | 1,9 | 1,6 |
| Month | 5,8 | 7,4 | 6,7 |
| Less than one year | 2,4 | 2,3 | 2,4 |
| One year or more | 2,4 | 3,3 | 2,9 |
| Permanent | 27,5 | 32,5 | 30,3 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 19: Unemployment rate by age group and sex

| Age group | Sex | | Total |
|-----------|--------|------|-------|
| | Female | Male | |
| 16-24 yrs | 22,7 | 18,7 | 20,6 |
| 25-34 yrs | 19,8 | 13,4 | 16,2 |
| 35-54 yrs | 12,7 | 11,9 | 12,2 |
| 55-64 yrs | 7,5 | 12,3 | 10,1 |
| 65+ yrs | 5,1 | 5,3 | 5,2 |
| Total | 17 | 13,8 | 15,2 |

Source: Labour Force Survey, 2019

Table 20: Unemployment rate of youth (16–24 years old international; 16-30 national definitions) by level of educational attainment and by sex

| Level of education | Unemployment rate | | Total |
|------------------------|-------------------|------|-------|
| | Female | Male | |
| 16-30 Years old | | | |
| None | 19 | 13,9 | 16,2 |
| Primary | 20,5 | 13,7 | 16,9 |
| Lower secondary | 23,3 | 18,2 | 20,7 |
| Upper secondary | 30,7 | 29,3 | 30 |
| University | 31,4 | 26,4 | 28,8 |
| Total | 22,4 | 16,9 | 19,4 |
| 16-24 years old | | | |
| None | 20,4 | 15,4 | 17,5 |
| Primary | 19,6 | 16 | 17,8 |
| Lower secondary | 25,8 | 21,4 | 23,6 |
| Upper secondary | 33,7 | 39,2 | 36,2 |
| University | 45,7 | 33,7 | 39,7 |
| Total | 22,7 | 18,7 | 20,6 |

Source: Labour Force Survey, 2019

Table 21: Youth not in employment and not currently in education or training by sex, age group, and urban/rural area

| Age group | Female | Male | Total |
|---------------|--------|------|-------|
| Rwanda | | | |
| 16-17 | 10,8 | 17 | 13,1 |
| 18-20 | 21,1 | 24,7 | 22,4 |
| 21-24 | 28,3 | 27,6 | 28 |
| 25-30 | 39,8 | 30,7 | 36,4 |
| Total | 100 | 100 | 100 |
| Urban | | | |
| 16-17 | 5,4 | 9 | 6,6 |
| 18-20 | 18,4 | 24,3 | 20,3 |
| 21-24 | 29,6 | 29,5 | 29,6 |
| 25-30 | 46,6 | 37,1 | 43,5 |
| Total | 100 | 100 | 100 |
| Rural | | | |
| 16-17 | 12 | 18,4 | 14,4 |
| 18-20 | 21,7 | 24,8 | 22,9 |
| 21-24 | 28 | 27,3 | 27,7 |
| 25-30 | 38,3 | 29,6 | 35 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 22: Youth not in employment and not currently in education or training by Level of education completed, urban/rural area and by sex

| Level of education completed | Female | Male | Total |
|------------------------------|--------|------|-------|
| Rwanda | | | |
| None | 38,9 | 45,5 | 41,3 |
| Primary | 36 | 30,3 | 33,9 |
| Lower_secondary | 8,9 | 6,2 | 7,9 |
| Upper_secondary | 13,4 | 14,5 | 13,8 |
| University | 2,7 | 3,4 | 3 |

| Level of education completed | Female | Male | Total |
|------------------------------|--------|------|-------|
| Total | 100 | 100 | 100 |
| Urban | | | |
| None | 17,8 | 18,3 | 18 |
| Primary | 27,8 | 19,4 | 25 |
| Lower_secondary | 11,8 | 10,4 | 11,3 |
| Upper_secondary | 31,2 | 37,6 | 33,3 |
| University | 11,5 | 14,3 | 12,4 |
| Total | 100 | 100 | 100 |
| Rural | | | |
| None | 43,4 | 50,2 | 46 |
| Primary | 37,8 | 32,2 | 35,7 |
| Lower_secondary | 8,3 | 5,5 | 7,3 |
| Upper_secondary | 9,6 | 10,5 | 10 |
| University | 0,8 | 1,5 | 1,1 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 23: Composition of labour underutilization by sex

| Sex | Underutilization |
|--------|------------------|
| Female | 63,7 |
| Male | 47,4 |
| Total | 55,7 |

Source: Labour Force Survey, 2019

Table 24: Average monthly income (in Frws) from main employment by sex, age group, and urban/rural area

| Area of residence | Age group | Sex | | Total |
|-------------------|-----------|---------|---------|---------|
| | | Female | Male | |
| Rwanda | 16-24_yrs | 23,000 | 30,985 | 27,288 |
| | 25-34_yrs | 51,811 | 72,649 | 63,983 |
| | 35-54_yrs | 58,465 | 90,196 | 76,797 |
| | 55-64_yrs | 37,262 | 64,518 | 51,419 |
| | 65+_yrs | 20,167 | 48,665 | 37,465 |
| | Total | 44,741 | 67,942 | 57,878 |
| Urban | 16-24_yrs | 28,018 | 45,716 | 35,489 |
| | 25-34_yrs | 116,304 | 147,098 | 134,837 |
| | 35-54_yrs | 182,388 | 231,737 | 213,697 |
| | 55-64_yrs | 129,799 | 191,692 | 164,439 |
| | 65+_yrs | 89,476 | 160,835 | 154,332 |
| | Total | 101,247 | 157,422 | 132,836 |
| Rural | 16-24_yrs | 20,319 | 26,845 | 24,113 |
| | 25-34_yrs | 28,054 | 42,291 | 36,272 |
| | 35-54_yrs | 28,479 | 43,730 | 37,039 |
| | 55-64_yrs | 21,657 | 38,524 | 30,291 |
| | 65+_yrs | 18,228 | 24,760 | 21,931 |
| | Total | 25,658 | 38,354 | 32,863 |

Source: Labour Force Survey, 2019

Table 25: Average monthly income (in Frws) from main employment by sex, level of educational attainment, and urban/rural area

| Area of residence | Level of education | Sex | | Total |
|-------------------|--------------------|---------|---------|---------|
| | | Female | Male | |
| Rwanda | None | 19,239 | 29,469 | 24,758 |
| | Primary | 22,473 | 40,586 | 33,223 |
| | Lower_secondary | 38,071 | 69,222 | 58,385 |
| | Upper_secondary | 74,607 | 102,001 | 89,832 |
| | University | 250,874 | 311,891 | 287,689 |
| | Total | 44,741 | 67,942 | 57,878 |
| Urban | None | 21,211 | 40,192 | 30,905 |
| | Primary | 28,204 | 59,479 | 45,256 |
| | Lower_secondary | 39,947 | 90,388 | 72,256 |
| | Upper_secondary | 88,359 | 127,351 | 110,624 |
| | University | 284,503 | 372,604 | 336,379 |
| | Total | 101,247 | 157,422 | 132,836 |
| Rural | None | 18,986 | 28,259 | 24,020 |
| | Primary | 20,402 | 35,318 | 29,478 |
| | Lower_secondary | 36,185 | 49,950 | 45,311 |
| | Upper_secondary | 62,207 | 76,194 | 69,775 |
| | University | 140,506 | 154,576 | 149,575 |
| | Total | 25,658 | 38,354 | 32,863 |

Source: Labour Force Survey, 2019

Table 26: Average monthly income (in Frws) from main employment by occupation groups, urban/rural area by sex

| Area of residence | Occupation | Sex | | Total |
|-------------------|--|---------|---------|---------|
| | | Female | Male | |
| Rwanda | Managers | 378,486 | 450,533 | 429,191 |
| | Professionals | 150,669 | 203,577 | 180,340 |
| | Technicians_and_associate_professionals | 283,459 | 239,647 | 255,017 |
| | Clerical_support_workers | 169,112 | 171,758 | 170,148 |
| | Service_and_sales_workers | 76,068 | 55,001 | 61,328 |
| | Skilled agricultural, forestry and fishery workers | 48,726 | 27,081 | 36,039 |
| | Craft_and_related_trades_workers | 60,834 | 89,179 | 87,304 |
| | Plant_and_machine_operators_and_assemblers | 42,949 | 132,640 | 129,688 |
| | Elementary_occupations | 19,467 | 27,290 | 23,461 |
| | Total | 44,741 | 67,942 | 57,878 |
| Urban | Managers | 431,218 | 545,898 | 509,205 |
| | Professionals | 205,736 | 314,058 | 265,350 |
| | Technicians_and_associate_professionals | 366,395 | 271,226 | 302,756 |
| | Clerical_support_workers | 194,524 | 195,800 | 195,063 |
| | Service_and_sales_workers | 81,566 | 80,620 | 80,998 |
| | Skilled agricultural, forestry and fishery workers | 66,345 | 32,500 | 57,356 |
| | Craft_and_related_trades_workers | 85,841 | 117,546 | 114,645 |
| | Plant_and_machine_operators_and_assemblers | 54,348 | 145,020 | 142,139 |
| | Elementary_occupations | 21,611 | 34,323 | 27,135 |
| | Total | 101,247 | 157,422 | 132,836 |

| Area of residence | Occupation | Sex | | Total |
|-------------------|--|---------------|---------------|---------------|
| | | Female | Male | |
| Rural | Managers | 142,978 | 191,425 | 180,644 |
| | Professionals | 88,046 | 88,576 | 88,349 |
| | Technicians_and_associate_professionals | 117,838 | 155,622 | 140,598 |
| | Clerical_support_workers | 112,401 | 83,866 | 103,592 |
| | Service_and_sales_workers | 64,425 | 35,114 | 40,873 |
| | Skilled agricultural, forestry and fishery workers | 41,928 | 26,666 | 32,072 |
| | Craft_and_related_trades_workers | 42,210 | 77,002 | 75,093 |
| | Plant_and_machine_operators_and_assemblers | 26,687 | 113,305 | 110,302 |
| | Elementary_occupations | 19,044 | 26,318 | 22,850 |
| | Total | 25,658 | 38,354 | 32,863 |

Source: Labour Force Survey, 2019

Table 27: Average monthly income (in Frws) from main employment by branch of economic activity by sex

| Area of residence | Economic activity | Gender | | Total |
|---|---|---------------|---------------|---------|
| | | Female | Male | |
| RWANDA | Agriculture forestry and fishing | 18.630 | 22.616 | 20.384 |
| | Mining and quarrying | 50.092 | 39.555 | 40.553 |
| | Manufacturing | 51.703 | 68.364 | 63.952 |
| | Electricity gas steam and air condition | 278.134 | 272.263 | 272.714 |
| | Water supply, gas and remediation services | 137.699 | 77.493 | 96.549 |
| | Construction | 39.707 | 65.501 | 60.992 |
| | Whole sale and retail trade; repair of m | 82.197 | 71.763 | 75.101 |
| | Transportation and storage | 117.325 | 83.998 | 86.930 |
| | Accommodation and food services activities | 68.468 | 67.846 | 68.099 |
| | Information and communication | 208.782 | 217.174 | 214.109 |
| | Financial and insurance activities | 201.220 | 406.816 | 295.922 |
| | Real estate activities | 59.013 | 231.198 | 168.707 |
| | Professional, scientific and technical a | 204.264 | 496.647 | 393.688 |
| | Administrative and support activities | 58.017 | 52.517 | 54.147 |
| | Public administration and defense; compulsory social security | 253.464 | 174.273 | 196.378 |
| | Education | 83.544 | 136.442 | 110.476 |
| | Human health and social work activities | 208.106 | 214.619 | 211.210 |
| | Arts, entertainment and recreation | 95.456 | 215.920 | 176.395 |
| | Other services | 50.500 | 78.946 | 67.630 |
| | Activities of households as employers | 16.437 | 20.881 | 18.429 |
| Activities of extraterritorial organization | 325.290 | 381.826 | 357.127 | |
| Total | 44.741 | 67.942 | 57.878 | |

| Area of residence | Economic activity | Gender | | Total |
|---|---|----------------|----------------|---------|
| | | Female | Male | |
| URBAN | Agriculture forestry and fishing | 25.212 | 45.330 | 34.121 |
| | Mining and quarrying | 192.734 | 111.496 | 126.232 |
| | Manufacturing | 98.909 | 130.645 | 122.700 |
| | Electricity gas steam and air condition | 366.425 | 409.195 | 403.993 |
| | Water supply, gas and remediation services | 198.809 | 138.456 | 162.807 |
| | Construction | 80.562 | 109.907 | 106.395 |
| | Whole sale and retail trade; repair of m | 101.460 | 113.446 | 108.522 |
| | Transportation and storage | 233.089 | 130.442 | 139.524 |
| | Accommodation and food services activities | 83.654 | 102.338 | 92.807 |
| | Information and communication | 227.940 | 202.599 | 211.580 |
| | Financial and insurance activities | 268.508 | 498.743 | 383.355 |
| | Real estate activities | 59.013 | 347.345 | 206.066 |
| | Professional, scientific and technical a | 221.217 | 527.207 | 424.752 |
| | Administrative and support activities | 80.665 | 74.415 | 76.725 |
| | Public administration and defense; compulsory social security | 296.498 | 260.339 | 272.914 |
| | Education | 114.405 | 249.445 | 181.039 |
| | Human health and social work activities | 234.136 | 272.285 | 251.287 |
| | Arts, entertainment and recreation | 115.661 | 216.035 | 184.279 |
| | Other services | 57.566 | 122.482 | 89.359 |
| | Activities of house13holds as employers | 18.339 | 25.060 | 20.827 |
| Activities of extraterritorial organization | 415.922 | 495.498 | 461.855 | |
| Total | 101.247 | 157.422 | 132.836 | |
| RURAL | Agriculture forestry and fishing | 18.386 | 21.762 | 19.871 |
| | Mining and quarrying | 45.836 | 38.557 | 39.237 |
| | Manufacturing | 31.974 | 39.336 | 37.338 |
| | Electricity gas steam and air condition | 11000 | 159.703 | 154.312 |
| | Water supply, gas and remediation services | 65.891 | 41.707 | 47.815 |
| | Construction | 33.759 | 54.536 | 50.643 |
| | Whole sale and retail trade; repair of m | 42.363 | 36.983 | 38.164 |
| | Transportation and storage | 24.683 | 47.246 | 45.270 |
| | Accommodation and food services activities | 30.937 | 37.489 | 35.716 |
| | Information and communication | 103.649 | 331.166 | 231.300 |
| | Financial and insurance activities | 73.240 | 109.435 | 86.602 |
| | Real estate activities | | 61998 | 61998 |
| | Professional, scientific and technical a | 118.718 | 217.946 | 170.676 |
| | Administrative and support activities | 20.827 | 34.829 | 31.695 |
| | Public administration and defense; compulsory social security | 149.598 | 83.436 | 95.945 |
| | Education | 66.553 | 79.902 | 73.459 |
| | Human health and social work activities | 145.619 | 115.028 | 129.354 |
| | Arts, entertainment and recreation | 26.863 | 215.410 | 144.642 |
| | Other services | 35.875 | 46.433 | 43.549 |
| | Activities of house13holds as employers | 10.628 | 15.871 | 13.771 |
| Activities of extraterritorial organization | 123.136 | 72.443 | 96.367 | |
| Total | 25.658 | 38.354 | 32.863 | |

Source: Labour Force Survey, 2019

Table 28: Mean cash income from employment of employees at main job by Quintiles, urban/rural area and by sex

| Mean | Total Estimated Population | Rwanda | | | Urban | | | Rural | | |
|------------|----------------------------|---------|--------|---------------|---------|---------|---------------|---------|---------|---------------|
| | | Female | Male | Total average | Female | Male | Total average | Female | Male | Total average |
| Total | 2,180,355 | 44,741 | 67,942 | 57,878 | 101,247 | 157,422 | 132,836 | 25,658 | 38,354 | 32,863 |
| Quintile-1 | 614,756 | 13,149 | 12,245 | 12,747 | 12,061 | 12,328 | 12,156 | 13,382 | 12,234 | 12,853 |
| Quintile-2 | 473,534 | 19,146 | 19,184 | 19,162 | 19,733 | 19,780 | 19,750 | 19,066 | 19,125 | 19,092 |
| Quintile-3 | 394,626 | 27,124 | 27,093 | 27,105 | 27,604 | 28,072 | 27,849 | 26,988 | 26,929 | 26,950 |
| Quintile-4 | 393,203 | 51,228 | 53,103 | 52,619 | 52,855 | 55,923 | 54,799 | 49,906 | 52,063 | 51,615 |
| Quintile-5 | 304,236 | 261,645 | 25,689 | 256,044 | 284,869 | 299,003 | 294,378 | 187,742 | 166,601 | 171,401 |

Source: Labour Force Survey, 2019

Table 29: Size distribution of income from employment by urban/rural area and sex

| Area of residence | Income interval | Sex | | Total |
|-------------------|-----------------------|--------|------|-------|
| | | Female | Male | |
| Rwanda | Less than 20,000 RW | 52,9 | 31,2 | 40,6 |
| | 20,000-29,999 RWF | 22,2 | 21,4 | 21,7 |
| | 30,000-49,999 RWF | 9,3 | 15 | 12,5 |
| | 50,000 – 99,999 FRW | 6,3 | 15,4 | 11,5 |
| | 100,000 and above RWF | 8,9 | 15,8 | 12,8 |
| | Not stated | 0,5 | 1,2 | 0,9 |
| | Total | 100 | 100 | 100 |
| Urban | Less than 20,000 RFW | 27,7 | 11,6 | 18,6 |
| | 20,000-29,999 RWF | 18,2 | 10,6 | 13,9 |
| | 30,000-49,999 RWF | 12,9 | 13,1 | 13 |
| | 50,000 – 99,999 FRW | 12,8 | 19,1 | 16,4 |
| | 100,000 and above RWF | 27,2 | 43,5 | 36,4 |
| | Not stated | 1,2 | 2,2 | 1,8 |
| | Total | 100 | 100 | 100 |
| Rural | Less than 20,000 RFW | 61,5 | 37,8 | 48 |
| | 20,000-29,999 RWF | 23,6 | 25 | 24,4 |
| | 30,000-49,999 RWF | 8 | 15,7 | 12,4 |
| | 50,000 – 99,999 FRW | 4 | 14,2 | 9,8 |
| | 100,000 and above RWF | 2,6 | 6,5 | 4,8 |
| | Not stated | 0,2 | 0,8 | 0,6 |
| | Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 30: Proportion of working age population who participated in unpaid household activities by sex

| | Female | Male | Total |
|--|--------|------|-------|
| Unpaid HH activities | 88 | 66,7 | 78 |
| Collecting fire wood | 46,1 | 26,3 | 36,8 |
| Fetching water | 50 | 36,6 | 43,7 |
| Searching for fodder | 33,8 | 32,8 | 33,3 |
| Manufacturing of HH goods | 2,8 | 0,6 | 1,7 |
| Construction or repair of own dwelling | 4 | 7,3 | 5,6 |
| Coking and shopping | 84,1 | 33,6 | 60,4 |
| Cares of children or elderly | 46,5 | 15 | 31,7 |

Source: Labour Force Survey, 2019

Table 31: Population 16 years old in/attended trade and technical training by technical skills learned by sex

| Technical skill learned | Number | | | Percentage (%) | | |
|--|----------------|---------------|------------------|----------------|-----------|------------|
| | Female | Male | Total | Female | Male | Total |
| Masonry | 10.956 | 236.414 | 247.37 | 4,4 | 95,6 | 100 |
| Carpentry | 3.299 | 80.661 | 83.96 | 3,9 | 96,1 | 100 |
| Automotive technology. | 1.055 | 20.636 | 21.691 | 4,9 | 95,1 | 100 |
| Culinary arts | 46.384 | 17.385 | 63.77 | 72,7 | 27,3 | 100 |
| Domestic Electricity | 4.606 | 32.804 | 37.41 | 12,3 | 87,7 | 100 |
| Welding | 1.746 | 27.677 | 29.423 | 5,9 | 94,1 | 100 |
| Plumbing | 819 | 6.591 | 7.411 | 11,1 | 88,9 | 100 |
| Food processing | 1.338 | 1.247 | 2.586 | 51,8 | 48,2 | 100 |
| Animal health | 136 | 138 | 273 | 49,6 | 50,4 | 100 |
| Auto- Electricity | 495 | 2.378 | 2.873 | 17,2 | 82,8 | 100 |
| Automotive body repair | 2.159 | 68.352 | 70.511 | 3,1 | 96,9 | 100 |
| Computer maintenance | 1.961 | 6.693 | 8.653 | 22,7 | 77,3 | 100 |
| Crop production | 406 | 248 | 653 | 62,1 | 37,9 | 100 |
| Engine mechanics | 103 | 13.803 | 13.906 | 0,7 | 99,3 | 100 |
| Music | 321 | 1.387 | 1.708 | 18,8 | 81,2 | 100 |
| Painting and decoration | 1.614 | 6.258 | 7.872 | 20,5 | 79,5 | 100 |
| Multimedia | - | 1.148 | 1.148 | 0 | 100 | 100 |
| Networking | 174 | 3.733 | 3.907 | 4,4 | 95,6 | 100 |
| Tailoring | 344.517 | 35.471 | 379.988 | 90,7 | 9,3 | 100 |
| Industrial electricity | 566 | 3.303 | 3.869 | 14,6 | 85,4 | 100 |
| 22. Civil construction | 272 | 4.008 | 4.28 | 6,4 | 93,6 | 100 |
| Nursery growing | 357 | 781 | 1.138 | 31,4 | 68,6 | 100 |
| Milk processing | - | 330 | 330 | 0 | 100 | 100 |
| Livestock | 314 | 1.885 | 2.199 | 14,3 | 85,7 | 100 |
| Horticulture production | - | 68 | 68 | 0 | 100 | 100 |
| Food & Beverage services | 3.629 | 2.97 | 6.599 | 55 | 45 | 100 |
| Front office | 7.955 | 2.458 | 10.412 | 76,4 | 23,6 | 100 |
| House keeping | 163 | - | 163 | 100 | 0 | 100 |
| Concrete masonry | 330 | 239 | 569 | 58 | 42 | 100 |
| Leather craft | 2.317 | 3.262 | 5.578 | 41,5 | 58,5 | 100 |
| Hairdressing | 40.975 | 15.291 | 56.267 | 72,8 | 27,2 | 100 |
| Biding and Jewelries | 9.161 | 519 | 9.68 | 94,6 | 5,4 | 100 |
| Software Development | 2.666 | 4.641 | 7.307 | 36,5 | 63,5 | 100 |
| NCDs and Palliative Care Community Health | 243 | 216 | 459 | 53 | 47 | 100 |
| Agriculture Mechanization | - | 241 | 241 | 0 | 100 | 100 |
| Agri-Business | 841 | 2.477 | 3.317 | 25,3 | 74,7 | 100 |
| Bee Keeping | - | 471 | 471 | 0 | 100 | 100 |
| Manicure and Pedicure | 1.442 | 275 | 1.716 | 84 | 16 | 100 |
| Beauty therapy | 1.755 | 1.31 | 3.065 | 57,3 | 42,7 | 100 |
| Screen printing | 69 | 857 | 926 | 7,4 | 92,6 | 100 |
| Sport and Medical Massage | 42 | 651 | 693 | 6 | 94 | 100 |
| Crochet embroidery | 44.821 | 3.18 | 48.001 | 93,4 | 6,6 | 100 |
| Pottery | 1.492 | 846 | 2.339 | 63,8 | 36,2 | 100 |
| Motor vehicle engine mechanics | 283 | 13.242 | 13.525 | 2,1 | 97,9 | 100 |
| Film making | 1.707 | 2.974 | 4.681 | 36,5 | 63,5 | 100 |
| Calligraphy | 2.214 | 4.674 | 6.888 | 32,1 | 67,9 | 100 |
| Typing(dactylography) | 267 | 272 | 539 | 49,6 | 50,4 | 100 |
| Driving | 133 | 4.403 | 4.536 | 2,9 | 97,1 | 100 |
| Other | 1.603 | 2.993 | 4.595 | 34,9 | 65,1 | 100 |
| Total | 547.704 | 641.86 | 1.189.564 | 46 | 54 | 100 |

Source: Labour Force Survey, 2019

Table 32: Percentage distribution of population 16 years old and over who received trade and technical training by place of the training, main sponsor by sex

| Place of technical school | Number | | | Percentage (%) | | |
|---------------------------------------|----------------|----------------|------------------|----------------|-----------|------------|
| | Female | Male | Total | Female | Male | Total |
| Vocational School Course | 335,756 | 404,371 | 740,127 | 45,4 | 54,6 | 100 |
| Apprenticeship or on job Training | 39,378 | 118,631 | 158,008 | 24,9 | 75,1 | 100 |
| Learned from a friend or Family | 105,488 | 96,404 | 201,892 | 52,2 | 47,8 | 100 |
| NGO | 54,243 | 20,099 | 74,342 | 73 | 27 | 100 |
| Community organization | 12,604 | 1,702 | 14,305 | 88,1 | 11,9 | 100 |
| Other (Specify) | 236 | 653 | 890 | 26,6 | 73,4 | 100 |
| Total | 547,704 | 641,860 | 1,189,564 | 46 | 54 | 100 |
| Main sponsor | | | | | | |
| Government | 34,532 | 52,512 | 87,044 | 39,7 | 60,3 | 100 |
| Employer | 1,636 | 3,095 | 4,731 | 34,6 | 65,4 | 100 |
| Self-financing | 325,527 | 370,782 | 696,309 | 46,8 | 53,2 | 100 |
| Private institutions/agencies/persons | 4,756 | 8,769 | 13,524 | 35,2 | 64,8 | 100 |
| Non-profit organization/charity | 75,128 | 45,138 | 120,265 | 62,5 | 37,5 | 100 |
| International organization | 7,409 | 6,184 | 13,593 | 54,5 | 45,5 | 100 |
| He/she didn't pay | 98,718 | 155,380 | 254,098 | 38,9 | 61,1 | 100 |
| Total | 547,704 | 641,860 | 1,189,564 | 46 | 54 | 100 |

Source: Labour Force Survey, 2019

Table 33: Population 16 years old and over in trade/attended or training courses by duration of training by sex

| Duration of training | Number | | | Percentage (%) | | |
|----------------------|----------------|----------------|------------------|----------------|-----------|------------|
| | Female | Male | Total | Female | Male | Total |
| Less than One month | 4,768 | 3,585 | 8,353 | 57,1 | 42,9 | 100 |
| 1-3 months | 77,938 | 62,016 | 139,954 | 55,7 | 44,3 | 100 |
| 3-6 Months | 132,253 | 105,725 | 237,978 | 55,6 | 44,4 | 100 |
| One Year | 164,993 | 178,490 | 343,484 | 48 | 52 | 100 |
| Two Years | 58,345 | 86,198 | 144,543 | 40,4 | 59,6 | 100 |
| Three years or more | 109,407 | 205,845 | 315,252 | 34,7 | 65,3 | 100 |
| Total | 547,704 | 641,860 | 1,189,564 | 46 | 54 | 100 |

Source: Labour Force Survey, 2019

Table 34: Reported benefits after completing vocational training by sex

| What happened after you completed the course? | Sex | | Total |
|---|------------|------------|------------|
| | Female | Male | |
| Nothing | 45,4 | 28,6 | 36,1 |
| Starting own business | 32,6 | 19,9 | 25,5 |
| I was able to get a job | 19,1 | 47,9 | 35,1 |
| My salary increased | 0 | 0,1 | 0 |
| I was promoted at work | 0,1 | 0,2 | 0,2 |
| My job skills have improved | 1,7 | 2,5 | 2,1 |
| Got internship/traineeship with a company | 0,8 | 0,8 | 0,8 |
| Other (specify) | 0,2 | 0 | 0,1 |
| Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

Table 35: Average number of hours spent in own use production activities by type and sex

| Types of OWP activities | Female | Male | Total |
|--|--------|------|-------|
| Collecting firewood | 4,6 | 3,8 | 4,3 |
| Fetching water | 4 | 3,8 | 3,9 |
| Searching for fodder | 6,9 | 9,2 | 7,9 |
| Manufacturing of HH goods | 7,4 | 3,7 | 6,9 |
| Construction or repair of own dwelling | 4 | 6,1 | 5,3 |
| Coking and shopping | 11,1 | 5 | 9,5 |
| Cares of children or elderly | 7,5 | 3,5 | 6,6 |
| OWP | 26,7 | 16,2 | 23,2 |

Source: Labour Force Survey, 2019

Table 36: Proportion of working age population who participated in unpaid household activities by sex

| | Female | Male | Total |
|--|--------|------|-------|
| Unpaid HH activities | 85,4 | 63,5 | 75,1 |
| Collecting fire wood | 39,1 | 21,4 | 30,8 |
| Fetching water | 44,1 | 31,6 | 38,2 |
| Searching for fodder | 28,1 | 26,5 | 27,3 |
| Manufacturing of HH goods | 2,2 | 0,5 | 1,4 |
| Construction or repair of own dwelling | 3,9 | 6,6 | 5,1 |
| Coking and shopping | 81,8 | 34,8 | 59,6 |
| Cares of children or elderly | 45,9 | 15 | 31,3 |
| OWP | 90,4 | 68,2 | 78,2 |

Source: Labour Force Survey, 2019

Table 37: Average time spend per week on subsistence foodstuff production by sex

| Sex | Average time in subsistence foodstuff production |
|--------|--|
| Female | 19,2 |
| Male | 18 |
| Total | 18,7 |

Source: Labour Force Survey, 2019

Table 38: Average number of hours usually worked per week by sex, age group, and urban/rural area

| Area of Residence | Age_group | Female | Male | Total |
|-------------------|-----------|--------|------|-------|
| Rwanda | 16-24_yrs | 39,4 | 42,4 | 41 |
| | 25-34_yrs | 35,9 | 43,7 | 40,4 |
| | 35-54_yrs | 33,9 | 41,5 | 38,2 |
| | 55-64_yrs | 29,3 | 39,1 | 34,5 |
| | 65+_yrs | 24,5 | 31,8 | 28,8 |
| | Total | 35,3 | 42 | 39,1 |
| Urban | 16-24_yrs | 51,6 | 51,3 | 51,5 |
| | 25-34_yrs | 47,5 | 50,9 | 49,5 |
| | 35-54_yrs | 45 | 49,1 | 47,4 |
| | 55-64_yrs | 41,7 | 48,4 | 45,5 |
| | 65+_yrs | 24,7 | 47,1 | 38,7 |
| | Total | 47,3 | 50,2 | 48,9 |

| Area of Residence | Age_group | Female | Male | Total |
|-------------------|-----------|--------|------|-------|
| Rural | 16-24_yrs | 33,7 | 40 | 37,4 |
| | 25-34_yrs | 31,3 | 40,7 | 36,7 |
| | 35-54_yrs | 30,5 | 38,8 | 35,1 |
| | 55-64_yrs | 26,9 | 36,8 | 32 |
| | 65+_yrs | 24,5 | 29 | 27,1 |
| | Total | 31 | 39,3 | 35,7 |

Source: Labour Force Survey, 2019

Table 39: Average number of hours actually worked during reference week by sex, age group, and urban/rural area

| Area of residence | Age group | Sex | | Total |
|-------------------|-----------|--------|------|-------|
| | | Female | Male | |
| Rwanda | 16-24_yrs | 33,6 | 36,6 | 35,3 |
| | 25-34_yrs | 28,8 | 37,1 | 33,6 |
| | 35-54_yrs | 27,1 | 34,3 | 31,1 |
| | 55-64_yrs | 22,6 | 32,1 | 27,6 |
| | 65+_yrs | 19,8 | 26,8 | 23,9 |
| | Total | 28,6 | 35,4 | 32,4 |
| Urban | 16-24_yrs | 48,7 | 47,9 | 48,3 |
| | 25-34_yrs | 42,4 | 45,9 | 44,5 |
| | 35-54_yrs | 40,4 | 44,3 | 42,7 |
| | 55-64_yrs | 37,7 | 42,4 | 40,4 |
| | 65+_yrs | 22,9 | 44 | 36,1 |
| | Total | 43,1 | 45,5 | 44,4 |
| Rural | 16-24_yrs | 26,5 | 33,6 | 30,7 |
| | 25-34_yrs | 23,4 | 33,4 | 29,2 |
| | 35-54_yrs | 23 | 30,8 | 27,3 |
| | 55-64_yrs | 19,6 | 29,6 | 24,8 |
| | 65+_yrs | 19,3 | 23,6 | 21,8 |
| | Total | 23,5 | 32 | 28,3 |

Source: Labour Force Survey, 2019

Table 40: Average number of hours usually worked per week in all jobs by sex, main occupation group, and urban/rural

| Area of residence | Occupation | Sex | | Total |
|-------------------|--|--------|------|-------|
| | | Female | Male | |
| Rwanda | Managers | 46,5 | 47,1 | 46,9 |
| | Professionals | 43,9 | 47,4 | 45,9 |
| | Technicians_and_associate_professionals | 44,6 | 46,5 | 45,9 |
| | Clerical_support_workers | 46,6 | 49,4 | 47,8 |
| | Service_and_sales_workers | 39,7 | 50,5 | 45,1 |
| | Skilled_agricultural_forestry_and_fishe | 28,3 | 32,6 | 30,7 |
| | Craft_and_related_trades_workers | 34,6 | 42,2 | 40 |
| | Plant_and_machine_operators_and_assemble | 40,5 | 54,5 | 54,1 |
| | Elementary_occupations | 32,8 | 37,7 | 35,4 |
| | Total | 35,3 | 42 | 39,1 |

| Area of residence | Occupation | Sex | | Total |
|-------------------|--|-------------|-------------|-------------|
| | | Female | Male | |
| Urban | Managers | 46,2 | 47,5 | 47,1 |
| | Professionals | 44,9 | 46,2 | 45,6 |
| | Technicians_and_associate_professionals | 45 | 46,2 | 45,8 |
| | Clerical_support_workers | 47 | 49,7 | 48,2 |
| | Service_and_sales_workers | 48,4 | 56,5 | 52,1 |
| | Skilled_agricultural_forestry_and_fishe | 28,3 | 37,3 | 33,5 |
| | Craft_and_related_trades_workers | 45,3 | 45,2 | 45,2 |
| | Plant_and_machine_operators_and_assemble | 47,6 | 54,1 | 54 |
| | Elementary_occupations | 48,5 | 49,1 | 48,7 |
| | Total | 47,3 | 50,2 | 48,9 |
| Rural | Managers | 48,1 | 45,8 | 46,3 |
| | Professionals | 42,8 | 48,6 | 46,2 |
| | Technicians_and_associate_professionals | 43,8 | 47,2 | 46 |
| | Clerical_support_workers | 45,8 | 48,5 | 46,7 |
| | Service_and_sales_workers | 33,7 | 47,3 | 40,9 |
| | Skilled_agricultural_forestry_and_fishe | 28,3 | 32,3 | 30,5 |
| | Craft_and_related_trades_workers | 30,6 | 40,9 | 37,8 |
| | Plant_and_machine_operators_and_assemble | 35 | 54,8 | 54,3 |
| | Elementary_occupations | 29,6 | 36 | 33,1 |
| | Total | 31 | 39,3 | 35,7 |

Source: Labour Force Survey, 2019

Table 41: Average number of hours actually worked in all jobs during reference week by sex, main occupation group, and urban/rural area

| Area of residence | Occupation | Sex | | Total |
|-------------------|--|-------------|-------------|-------------|
| | | Female | Male | |
| Rwanda | Managers | 42 | 44,8 | 44 |
| | Professionals | 37,4 | 43,3 | 40,8 |
| | Technicians_and_associate_professionals | 41,1 | 42,8 | 42,2 |
| | Clerical_support_workers | 43,5 | 47,3 | 45,1 |
| | Service_and_sales_workers | 34 | 45,6 | 39,8 |
| | Skilled_agricultural_forestry_and_fishe | 23,4 | 27,4 | 25,6 |
| | Craft_and_related_trades_workers | 27 | 32,7 | 31 |
| | Plant_and_machine_operators_and_assemble | 33,3 | 47,5 | 47,2 |
| | Elementary_occupations | 25,5 | 30,3 | 28,1 |
| | Total | 28,6 | 35,4 | 32,4 |
| Urban | Managers | 43,6 | 45,9 | 45,2 |
| | Professionals | 40,9 | 43,7 | 42,5 |
| | Technicians_and_associate_professionals | 42,5 | 42,1 | 42,2 |
| | Clerical_support_workers | 44,8 | 46,9 | 45,7 |
| | Service_and_sales_workers | 43,2 | 52,6 | 47,6 |
| | Skilled_agricultural_forestry_and_fishe | 22,5 | 30 | 26,8 |
| | Craft_and_related_trades_workers | 37,7 | 38,3 | 38,2 |
| | Plant_and_machine_operators_and_assemble | 40,8 | 46,5 | 46,4 |
| | Elementary_occupations | 45,3 | 43,9 | 44,6 |
| | Total | 43,1 | 45,5 | 44,4 |

| Area of residence | Occupation | Sex | | Total |
|-------------------|--|--------|------|-------|
| | | Female | Male | |
| Rural | Managers | 33,3 | 41,5 | 39,8 |
| | Professionals | 33,2 | 42,9 | 38,9 |
| | Technicians_and_associate_professionals | 38,3 | 44,3 | 42,2 |
| | Clerical_support_workers | 40,5 | 48,4 | 43,2 |
| | Service_and_sales_workers | 27,7 | 41,8 | 35,1 |
| | Skilled_agricultural_forestry_and_fishe | 23,5 | 27,3 | 25,5 |
| | Craft_and_related_trades_workers | 22,9 | 30,2 | 28 |
| | Plant_and_machine_operators_and_assemble | 27,5 | 48,5 | 48 |
| | Elementary_occupations | 21,5 | 28,3 | 25,2 |
| | Total | 23,5 | 32 | 28,3 |

Source: Labour Force Survey, 2019

Table 42: Average number of hours usually worked per week in all jobs by main branch of economic activity and sex

| | Economic activity | Female | Male | Total |
|---|---|-------------|-----------|-------------|
| Rwanda | Agriculture forestry and fishing | 28 | 32,6 | 30,1 |
| | Mining and quarrying | 39,4 | 44,3 | 43,9 |
| | Manufacturing | 34,6 | 42,8 | 38,9 |
| | Electricity gas steam and air condition | 38,8 | 51,1 | 50,2 |
| | Water supply, gas and remediation services | 43,1 | 46,9 | 45,7 |
| | Construction | 32,8 | 40,4 | 39,1 |
| | Whole sale and retail trade; repair of m | 38,1 | 44,6 | 41,2 |
| | Transportation and storage | 34 | 47,8 | 47,4 |
| | Accommodation and food services activity | 44,5 | 51,2 | 47,9 |
| | Information and communication | 44,9 | 45,3 | 45,2 |
| | Financial and insurance activities | 47,5 | 52,7 | 50,3 |
| | Real estate activities | 42,1 | 45,4 | 44,9 |
| | Professional, scientific and technical a | 42,7 | 45,7 | 44,7 |
| | Administrative and support activities | 43,2 | 63,6 | 57,3 |
| | Public administration and defense; compulsory social securities | 46,1 | 54,4 | 52,1 |
| | Education | 42,3 | 45 | 43,7 |
| | Human health and social work activities | 47,2 | 50,3 | 48,7 |
| | Arts, entertainment and recreation | 40,2 | 39,7 | 39,9 |
| | Other services | 34,5 | 43,2 | 39,9 |
| | Activities of house13holds as employers | 56,2 | 54,3 | 55,3 |
| Activities of extraterritorial organization | 44 | 42,6 | 43,2 | |
| Total | | 35,3 | 42 | 39,1 |

| | Economic activity | Female | Male | Total |
|---|---|---------------|-------------|--------------|
| Urban | Agriculture forestry and fishing | 29,1 | 37,9 | 33,3 |
| | Mining and quarrying | 45,8 | 42,4 | 43,5 |
| | Manufacturing | 45,5 | 49,5 | 47,7 |
| | Electricity gas stream and air condition | 41,7 | 46,8 | 46,2 |
| | Water supply, gas and remediation services | 48 | 52,8 | 51,1 |
| | Construction | 35,9 | 44,1 | 43,2 |
| | Whole sale and retail trade; repair of m | 46 | 51,6 | 48,5 |
| | Transportation and storage | 43,6 | 53,1 | 52,7 |
| | Accommodation and food services activities | 54,2 | 55,5 | 54,8 |
| | Information and communication | 45,8 | 44,9 | 45,2 |
| | Financial and insurance activities | 50,9 | 53,2 | 52,2 |
| | Real estate activities | 42,1 | 48,1 | 46,6 |
| | Professional, scientific and technical a | 44,5 | 45 | 44,8 |
| | Administrative and support activities | 50,7 | 63,6 | 58,9 |
| | Public administration and defense; compulsory social security | 46,1 | 51,9 | 49,9 |
| | Education | 43 | 44 | 43,5 |
| | Human health and social work activities | 47 | 47,2 | 47,1 |
| | Arts, entertainment and recreation | 48,9 | 40 | 42,7 |
| | Other services | 39,7 | 51,9 | 45,5 |
| | Activities of house13holds as employers | 56,5 | 56,1 | 56,4 |
| Activities of extraterritorial organization | 42,9 | 43 | 42,9 | |
| Total | 47,3 | 50,2 | 48,9 | |
| Rural | Agriculture forestry and fishing | 27,9 | 32,4 | 30 |
| | Mining and quarrying | 38,6 | 44,4 | 43,9 |
| | Manufacturing | 30,9 | 40,1 | 35,6 |
| | Electricity gas stream and air condition | 30 | 55 | 54,1 |
| | Water supply, gas and remediation services | 39,4 | 43,2 | 42 |
| | Construction | 32,4 | 39,4 | 38,1 |
| | Whole sale and retail trade; repair of m | 32,9 | 40,8 | 36,8 |
| | Transportation and storage | 26,9 | 45 | 44,5 |
| | Accommodation and food services activities | 37,5 | 49 | 43,7 |
| | Information and communication | 41,9 | 47,6 | 45,2 |
| | Financial and insurance activities | 41,3 | 51,2 | 45,9 |
| | Real estate activities | | 42,3 | 42,3 |
| | Professional, scientific and technical a | 36 | 47,5 | 44,6 |
| | Administrative and support activities | 32,9 | 63,6 | 55,9 |
| | Public administration and defense; compulsory social security | 45,9 | 57,2 | 55,1 |
| | Education | 41,9 | 45,5 | 43,8 |
| | Human health and social work activities | 47,5 | 54,8 | 51,6 |
| | Arts, entertainment and recreation | 27,7 | 38,5 | 33 |
| | Other services | 27,8 | 39,3 | 36,2 |
| | Activities of house13holds as employers | 55,1 | 52,2 | 53,3 |
| Activities of extraterritorial organization | 46,4 | 41,6 | 43,9 | |
| Total | 31 | 39,3 | 35,7 | |

Source: Labour Force Survey, 2019

Table 43: Average number of hours actually worked per week in all jobs by main branch of economic activities and sex

| | Economic activity | Female | Male | Total |
|---------------|---|---------------|-------------|--------------|
| Rwanda | Agriculture forestry and fishing | 20 | 25,2 | 22,4 |
| | Mining and quarrying | 32,9 | 37,5 | 37 |
| | Manufacturing | 27,3 | 36 | 31,9 |
| | Electricity gas stream and air condition | 34,2 | 46,7 | 45,8 |
| | Water supply, gas and remediation services | 36,9 | 42,8 | 40,9 |
| | Construction | 25,4 | 29,7 | 28,9 |
| | Whole sale and retail trade; repair of m | 32,7 | 39 | 35,7 |
| | Transportation and storage | 27,6 | 41,1 | 40,7 |
| | Accommodation and food services activities | 36,9 | 47,9 | 42,4 |
| | Information and communication | 43,3 | 43,4 | 43,4 |
| | Financial and insurance activities | 43,3 | 48,9 | 46,3 |
| | Real estate activities | 38,8 | 42,5 | 42 |
| | Professional, scientific and technical a | 37,8 | 43 | 41,3 |
| | Administrative and support activities | 39,8 | 58,9 | 53 |
| | Public administration and defense; compulsory social security | 39,9 | 52,2 | 48,8 |
| | Education | 33,2 | 38,1 | 35,7 |
| | Human health and social work activities | 46,1 | 47,2 | 46,6 |
| | Arts, entertainment and recreation | 35,4 | 36,7 | 36,3 |
| | Other services | 28,1 | 38,6 | 34,6 |
| | Activities of house13holds as employers | 54,3 | 52,8 | 53,6 |
| | Activities of extraterritorial organization | 41,1 | 40 | 40,5 |
| Total | 28,6 | 35,4 | 32,4 | |
| Urban | Agriculture forestry and fishing | 21 | 29,4 | 25 |
| | Mining and quarrying | 45,8 | 37,4 | 40,1 |
| | Manufacturing | 38,1 | 44,9 | 41,9 |
| | Electricity gas stream and air condition | 35,5 | 38,8 | 38,4 |
| | Water supply, gas and remediation services | 42,3 | 50,4 | 47,6 |
| | Construction | 27,2 | 34,8 | 34 |
| | Whole sale and retail trade; repair of m | 41 | 46,9 | 43,6 |
| | Transportation and storage | 41,2 | 46,6 | 46,4 |
| | Accommodation and food services activities | 48,9 | 52,4 | 50,5 |
| | Information and communication | 44,8 | 42,9 | 43,4 |
| | Financial and insurance activities | 47 | 49 | 48,1 |
| | Real estate activities | 38,8 | 45,8 | 44,1 |
| | Professional, scientific and technical a | 41 | 42,3 | 41,9 |
| | Administrative and support activities | 48,1 | 61,1 | 56,3 |
| | Public administration and defense; compulsory social security | 43 | 50,5 | 47,9 |
| | Education | 36 | 39,3 | 37,6 |
| | Human health and social work activities | 46,4 | 44,9 | 45,8 |
| | Arts, entertainment and recreation | 46,2 | 37,8 | 40,3 |
| | Other services | 34,7 | 47,8 | 40,9 |
| | Activities of house13holds as employers | 55,1 | 54,6 | 54,9 |
| | Activities of extraterritorial organization | 40,7 | 41,5 | 41,2 |
| Total | 43,1 | 45,5 | 44,4 | |

| | Economic activity | Female | Male | Total |
|---|---|---------------|-------------|--------------|
| Rural | Agriculture forestry and fishing | 19,9 | 25 | 22,3 |
| | Mining and quarrying | 31,4 | 37,5 | 37 |
| | Manufacturing | 23,6 | 32,4 | 28,1 |
| | Electricity gas steam and air condition | 30 | 53,9 | 53,1 |
| | Water supply, gas and remediation services | 32,8 | 37,9 | 36,4 |
| | Construction | 25,1 | 28,3 | 27,7 |
| | Whole sale and retail trade; repair of m | 27,3 | 34,8 | 31 |
| | Transportation and storage | 17,5 | 38,2 | 37,7 |
| | Accommodation and food services activities | 28,2 | 45,6 | 37,6 |
| | Information and communication | 38,3 | 46,8 | 43,1 |
| | Financial and insurance activities | 36,5 | 48,6 | 42,1 |
| | Real estate activities | | 38,8 | 38,8 |
| | Professional, scientific and technical a | 26,2 | 44,3 | 39,8 |
| | Administrative and support activities | 28,5 | 57,1 | 49,9 |
| | Public administration and defense; compulsory social security | 32,4 | 54,1 | 50,1 |
| | Education | 31,8 | 37,5 | 34,7 |
| | Human health and social work activities | 45,1 | 50,6 | 48,3 |
| | Arts, entertainment and recreation | 19,9 | 33 | 26,3 |
| | Other services | 19,4 | 34,5 | 30,4 |
| | Activities of house13holds as employers | 51,7 | 50,6 | 51 |
| Activities of extraterritorial organization | 42,2 | 35,8 | 38,8 | |
| | Total | 23,5 | 32 | 28,3 |

Source: Labour Force Survey, 2019

Table 44: Percentage distribution of employed population by hours usually worked per week at all jobs, urban/rural area by sex

| Area of residence | Usually working hours | Sex | | Total |
|--------------------------|------------------------------|---------------|-------------|--------------|
| | | Female | Male | |
| Rwanda | 1-24 hrs 83 | 29,1 | 18,3 | 23,1 |
| | 25-34 hrs | 15,1 | 11,6 | 13,2 |
| | 35-40 hrs | 22,2 | 19,9 | 20,9 |
| | 41-48 hrs | 15,4 | 19,7 | 17,8 |
| | 49-61 hrs | 10,6 | 15,9 | 13,6 |
| | 62-79 hrs | 6,2 | 11 | 8,9 |
| | 80+ hrs | 1,4 | 3,5 | 2,6 |
| | Total | 100 | 100 | 100 |
| Urban | 1-24 hrs | 10,9 | 7,6 | 9,1 |
| | 25-34 hrs | 5,9 | 5,9 | 5,9 |
| | 35-40 hrs | 13,6 | 12,9 | 13,2 |
| | 41-48 hrs | 26,6 | 26,9 | 26,7 |
| | 49-61 hrs | 23,6 | 23,7 | 23,6 |
| | 62-79 hrs | 16,1 | 17,7 | 17 |
| | 80+ hrs | 3,3 | 5,4 | 4,5 |
| | Total | 100 | 100 | 100 |
| Rural | 1-24 hrs | 35,5 | 22 | 27,9 |
| | 25-34 hrs | 18,4 | 13,6 | 15,7 |
| | 35-40 hrs | 25,2 | 22,3 | 23,5 |
| | 41-48 hrs | 11,5 | 17,3 | 14,8 |
| | 49-61 hrs | 6 | 13,3 | 10,1 |
| | 62-79 hrs | 2,7 | 8,7 | 6,1 |
| | 80+ hrs | 0,7 | 2,8 | 1,9 |
| | Total | 100 | 100 | 100 |

Source: Labour Force Survey, 2019

