

# REPUBLIC OF RWANDA



## *“Labour Market Situation in Rwanda”*

**October 2023**

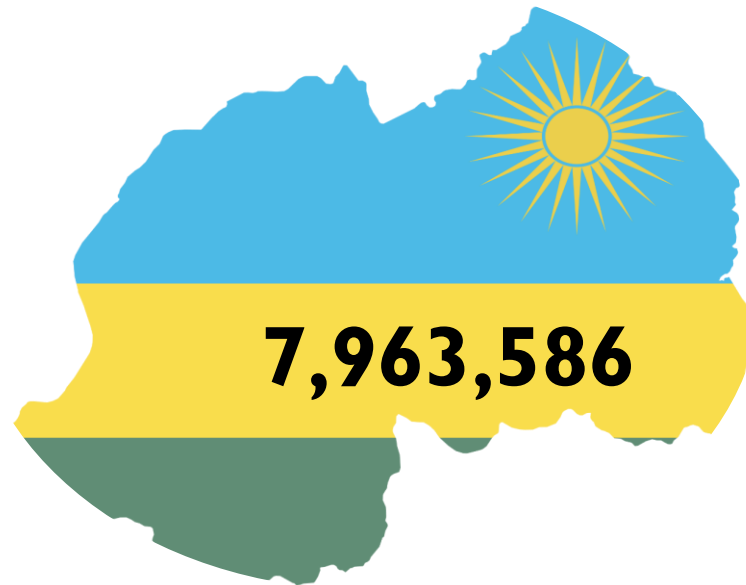
# Position of Youth on Rwandan labour Market

## Total Population



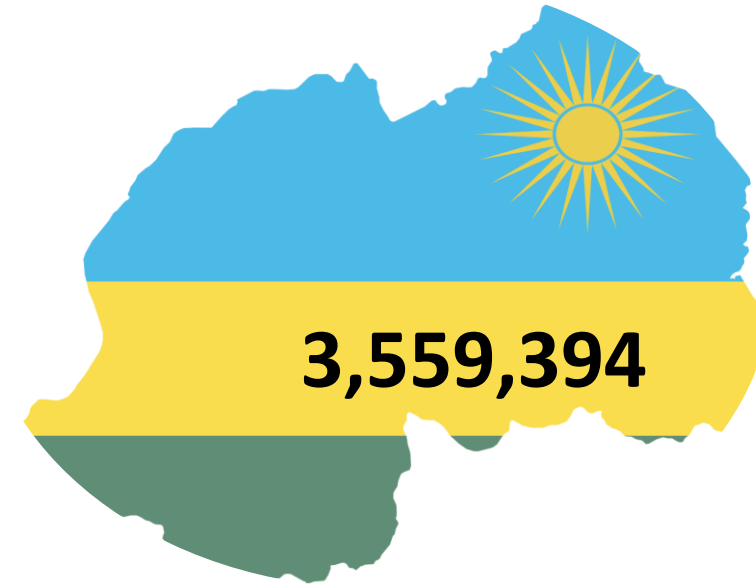
Source:RPHC, 2022

## Working age population 16 years old and over



Source:LFS,2022

## Working age population 16 -30years old



Source:LFS,2022

60.1%

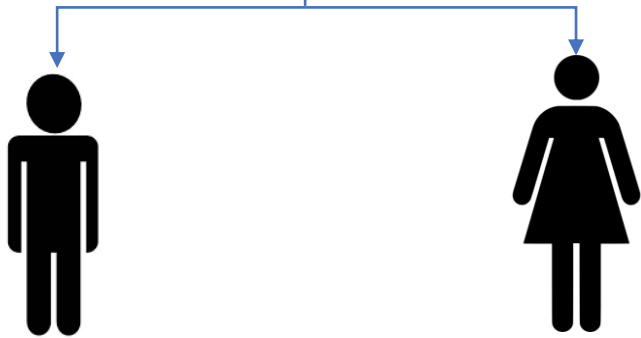
44.7%

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# Profile of Working Age Population



**Working Age Population: 7,963,586 persons**



**3,753,869**

**(47.1%)**

**4,209,718**

**(52.9%)**

**Proportion of the Working Population**

**16-30 years**

**3,559,394  
(44.7%)**

**Above 31 years**

**4,404,192  
(55.3%)**

**Proportion in employment**

**16-30 years**

**1,357,468  
(17.%)**

**Above 31 years**

**2,188,884  
(27 %)**

**Proportion not in employment**

**16-30 years**

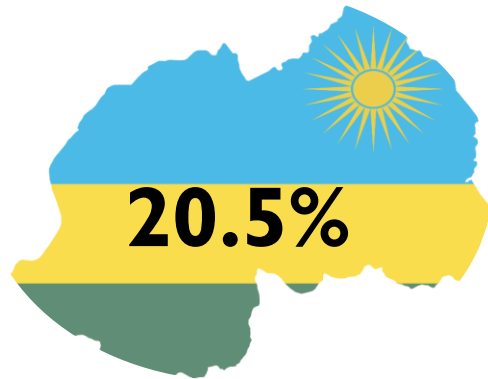
**2,201,927  
(27 %)**

**Above 31 years**

**2,215,308  
(29%)**

Source:LFS,2022

# Unemployment Rate

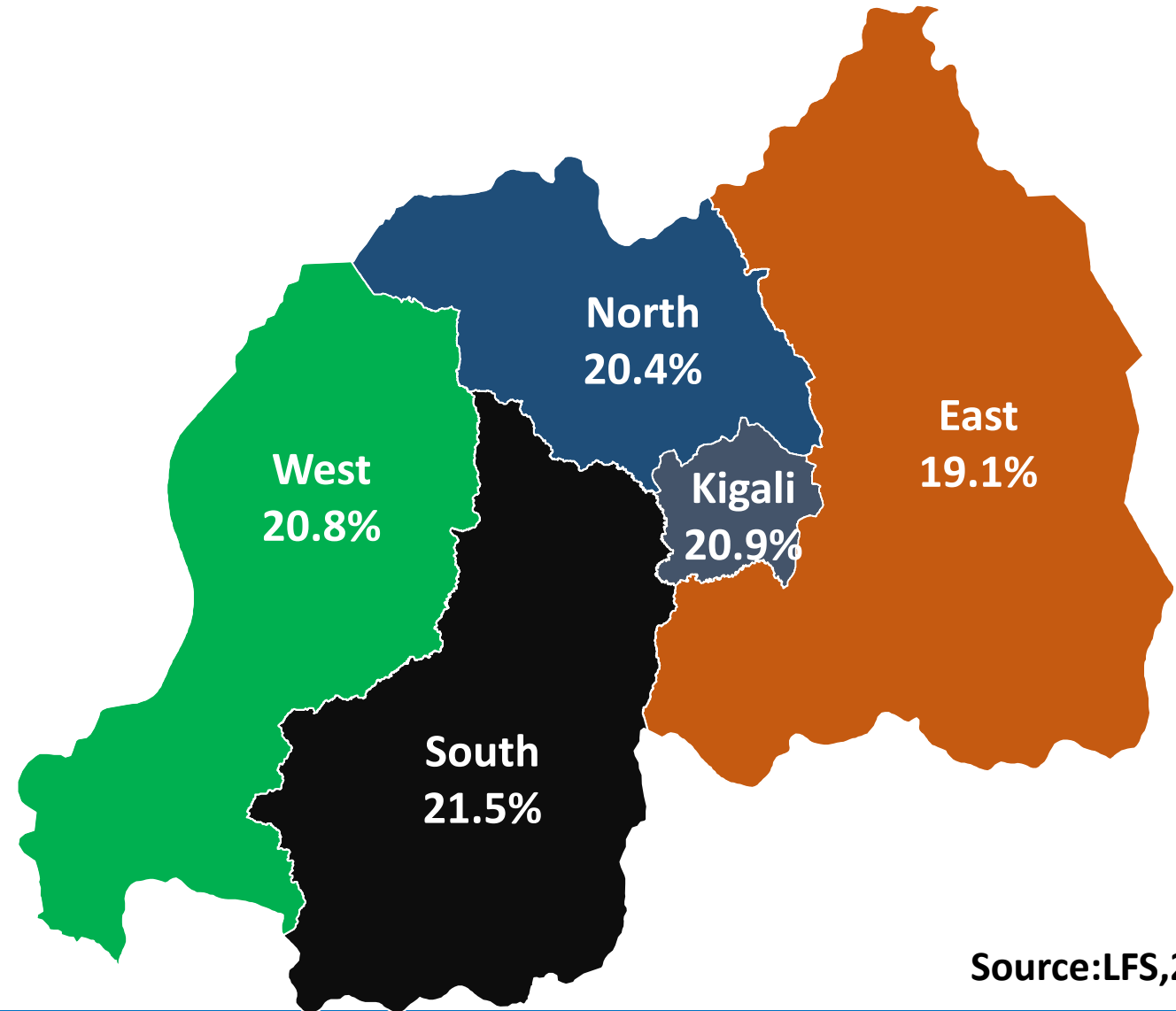


**Youth : 25.6% of**

- None :21.2%
- Primary :22.9%
- Lower Secondary : 27.1%
- Upper Secondary : 39.4%
- University :32.4%

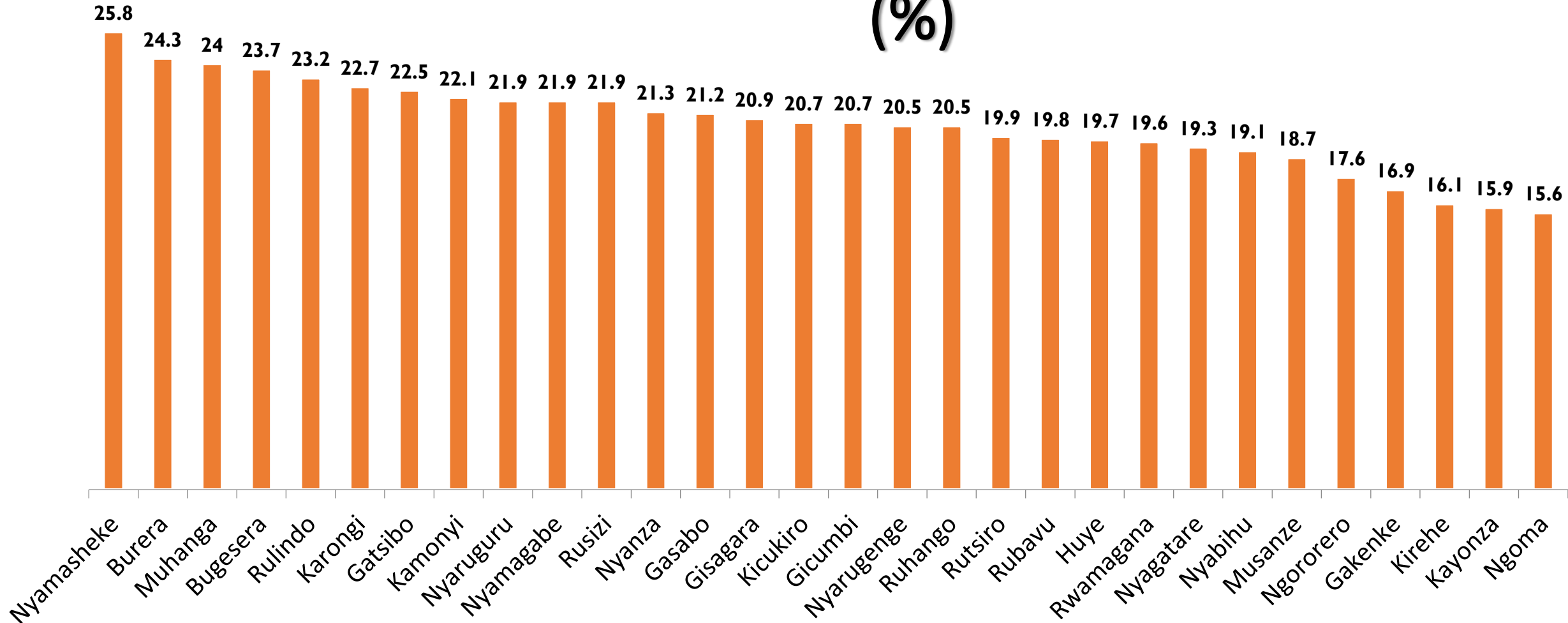
**Women: 23.7%**

**Disabilities: 16.4%**

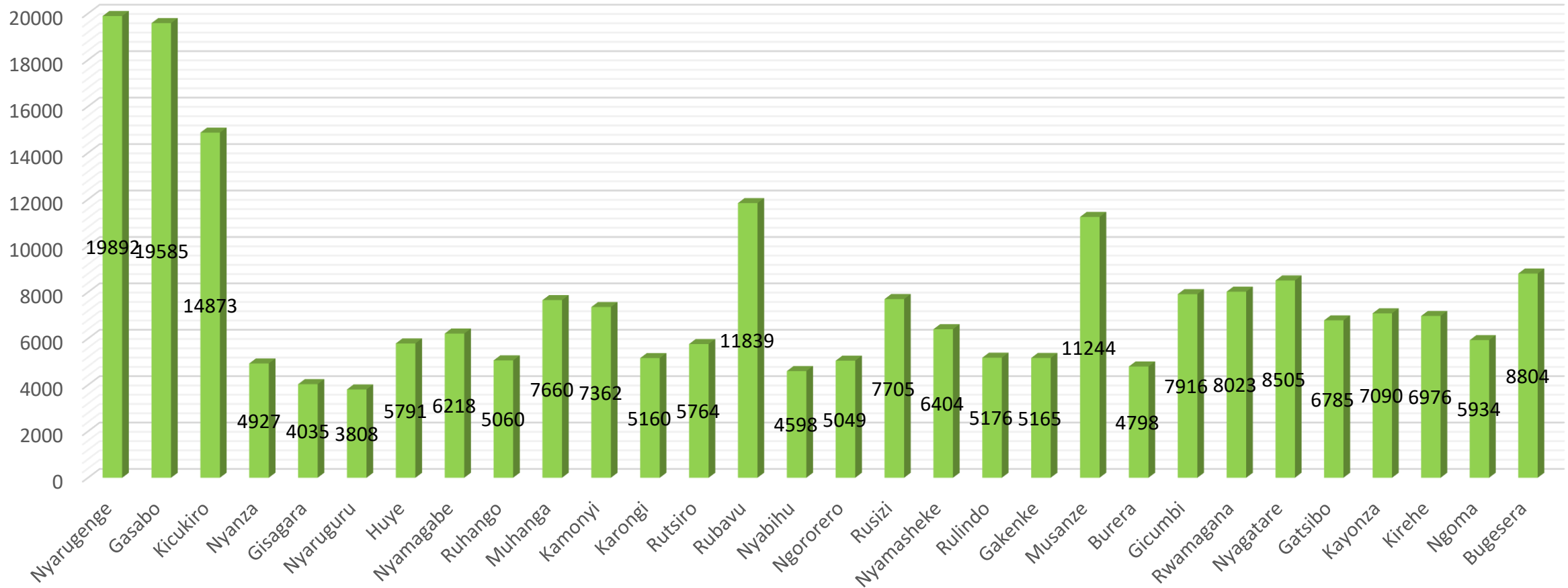


Source:LFS,2022

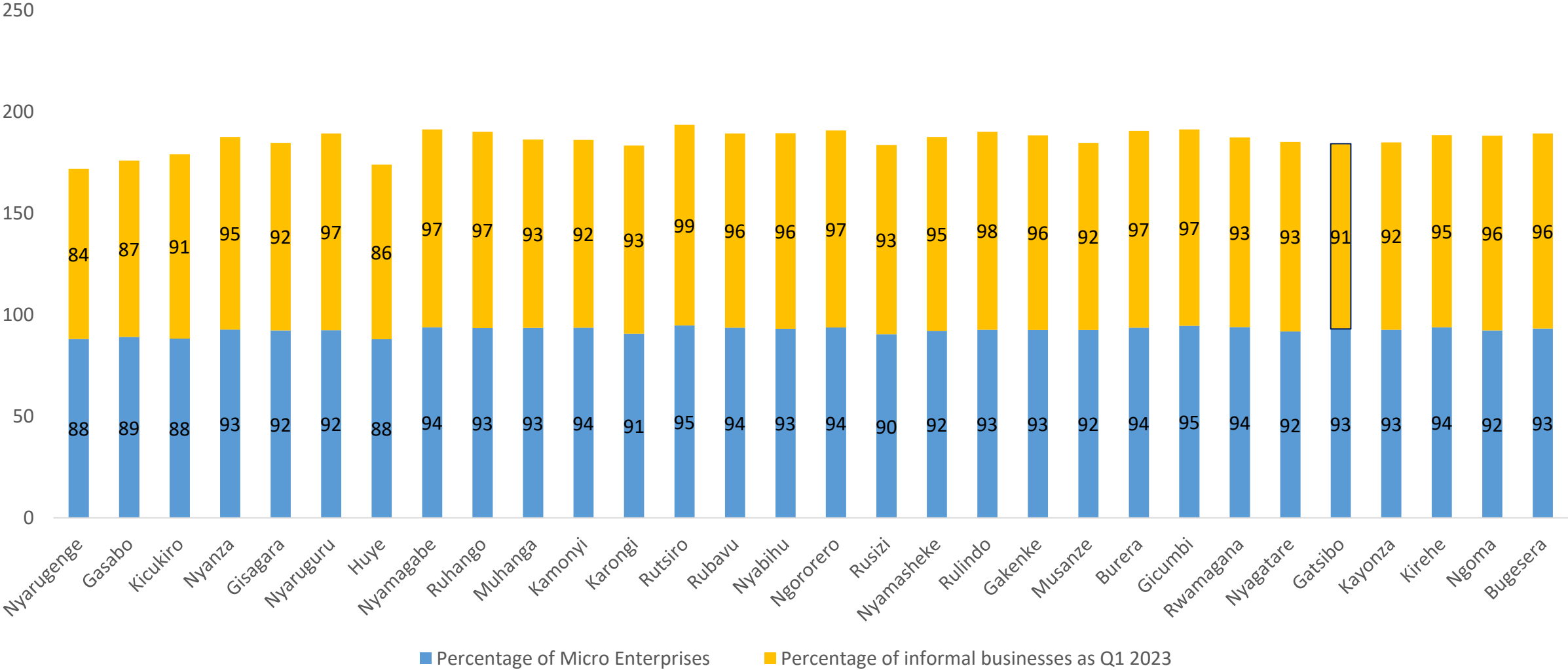
# Unemployment Rate by District (%)



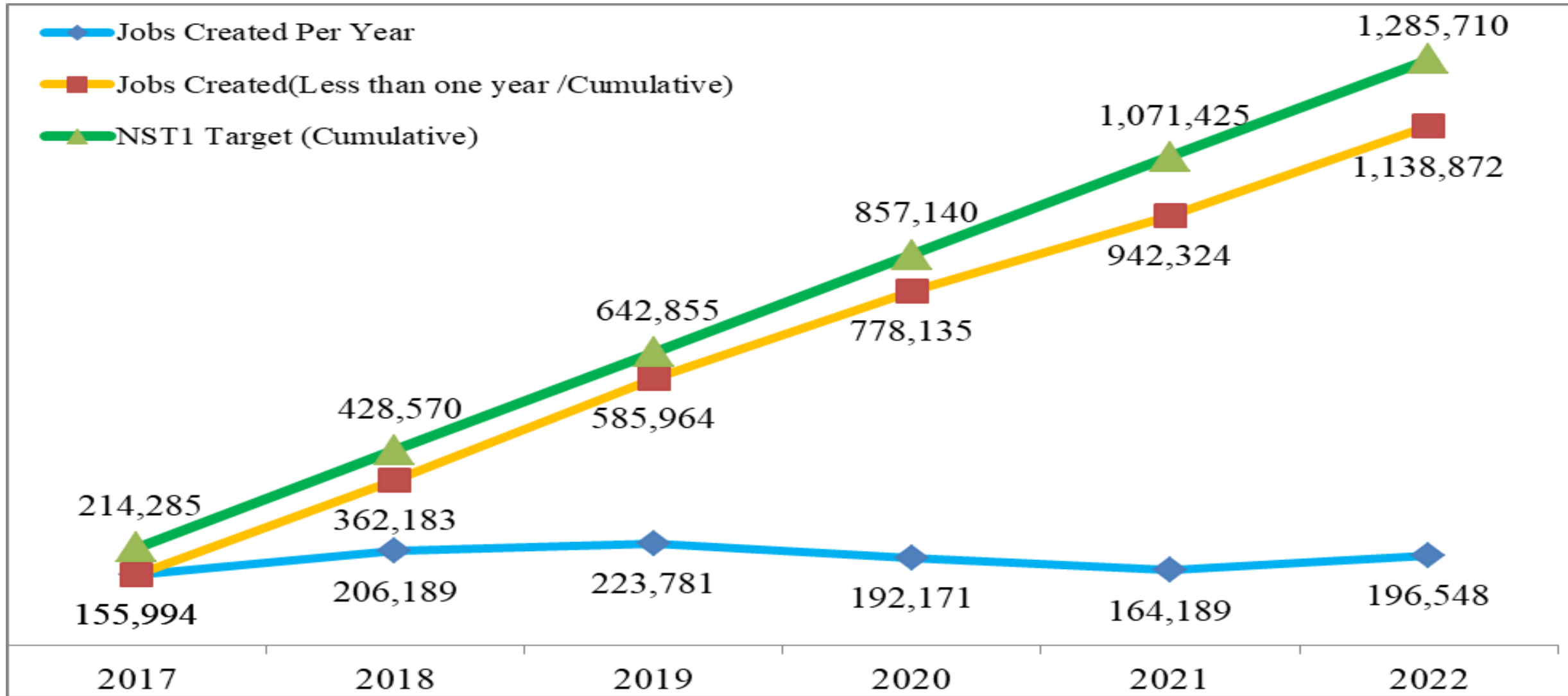
# Number of Enterprises by District



# Informality and Microbusiness by District

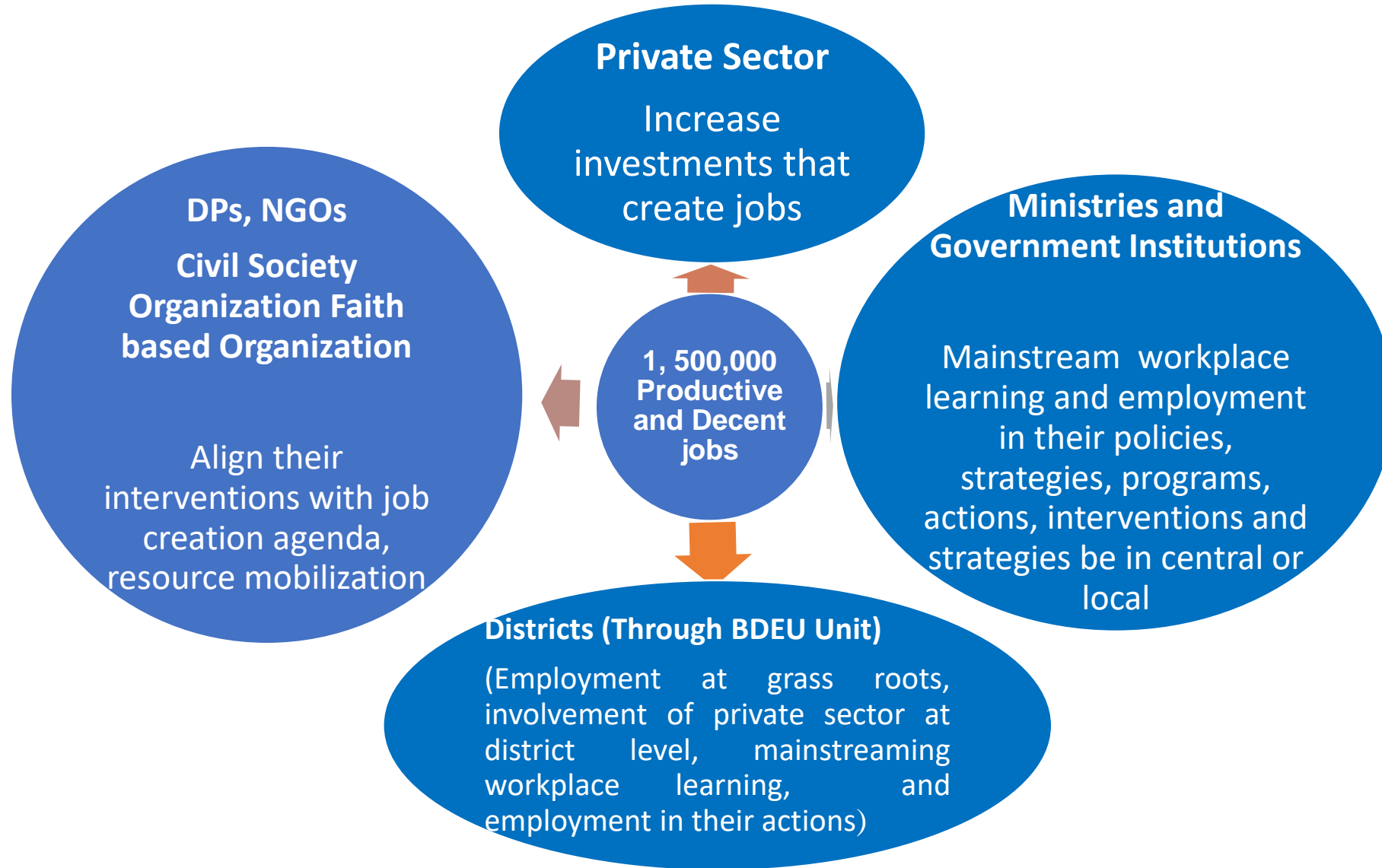


# Jobs Created Vs NST1 Target

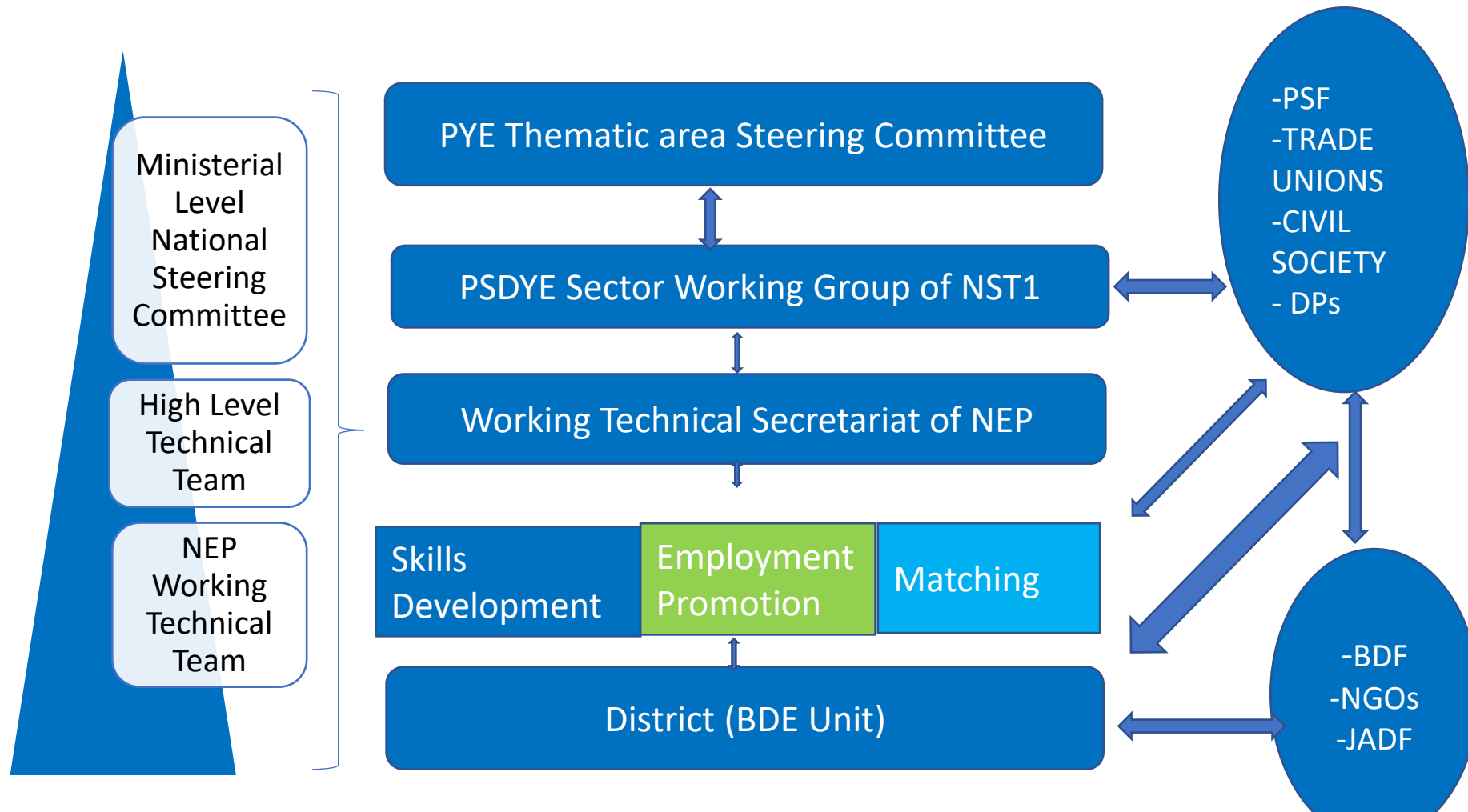




# Role of various stakeholders in jobs creation



# National Employment Coordination Framework



*Labour Market Situation in Rwanda*

# Decent Work Agenda promotion

Substantive element of the Decent Work Agenda	Statistical Indicators	Policy & Legal Framework
<b>Employment opportunities</b>	Unemployment rate	At least 214,000 decent and productive jobs/year (NST1)
<b>Adequate earnings and productive work</b>	<ul style="list-style-type: none"> <li>- Working poverty rate</li> <li>- Employees with low pay rate</li> <li>- <b>Salary payment through Banks/Financial Institutions</b></li> </ul>	<ul style="list-style-type: none"> <li>- At least 214,000 decent and productive jobs/year (NST1)</li> <li>- Article 67 of Labour Law N° 66/2018 of 30/08/2018, as amended to date</li> </ul>
<b>Decent Working Time</b>	<ul style="list-style-type: none"> <li>- Employment in Excessive Working Time (more than 40 hours per week)</li> <li>- Employment by weekly hours worked (40 hours per week)</li> </ul>	-Labour Law N° 66/2018 of 30/08/2018, as amended to date, especially in its article 43
<b>Combining work, family and personal life</b>	<ul style="list-style-type: none"> <li>- Asocial / unusual hours</li> <li>- Maternity protection</li> </ul>	<ul style="list-style-type: none"> <li>- Labour Law N° 66/2018 of 30/08/2018, as amended to date, especially in its article 43-44</li> <li>- Article 55-61</li> </ul>

# Decent Work Agenda promotion(Cont'd)

Substantive element of the Decent Work Agenda	Statistical Indicators	Legal Framework
<b>Work that should be abolished</b>	<ul style="list-style-type: none"> <li>- <b>Child labour rate</b></li> <li>- Hazardous child labour rate</li> <li>- Rate of worst forms of child labour</li> <li>- Forced labour rate</li> </ul>	<ul style="list-style-type: none"> <li>-Article 6 of Labour Law N° 66/2018 of 30/08/2018, as amended to date</li> <li>-Article 120</li> <li>- Article 7</li> </ul>
<b>Stability and security of work</b>	<ul style="list-style-type: none"> <li>- <b>Written Employment Contract</b></li> <li>- Job tenure</li> <li>- Subsistence worker rate</li> </ul>	Article 2 of Ministerial Order N° 007/19.20 of 17/03/2020 determining core elements of a written employment contract
<b>Equal opportunity and treatment in employment</b>	<ul style="list-style-type: none"> <li>- Occupational segregation by sex</li> <li>- Female share of employment in senior and middle management</li> <li>- Gender wage gap</li> </ul>	Article 9 of Labour Law N° 66/2018 of 30/08/2018, as amended to date

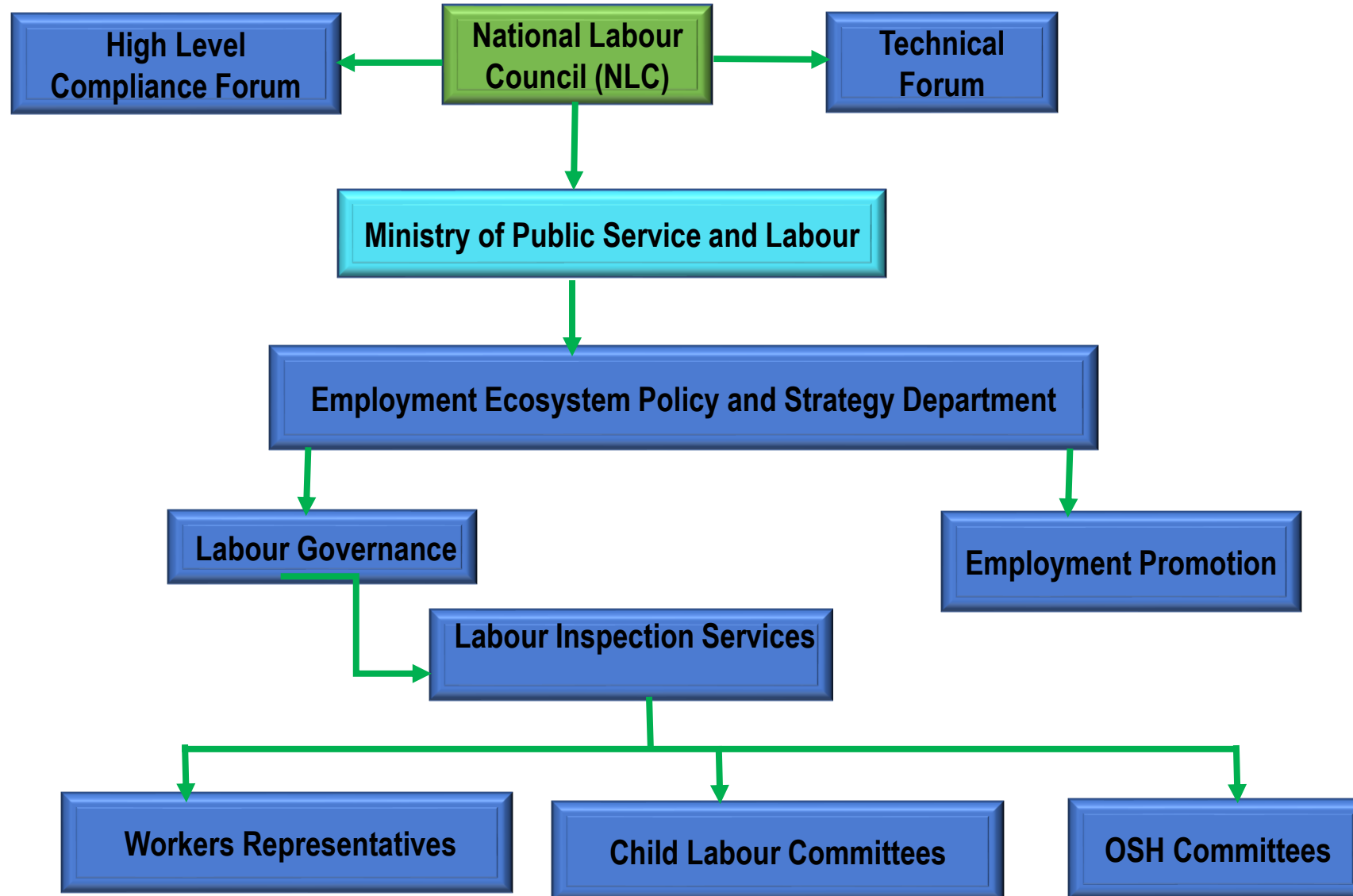
# Decent Work Agenda promotion(Cont'd)

Substantive element of the Decent Work Agenda	Statistical Indicators	Legal Framework
<b>Safe work environment</b>	<ul style="list-style-type: none"> <li>- OSH Preventive measures (Policy, Risk Assessment, Control Measures)</li> <li>- Recording and Reporting of:</li> <li>- Occupational injury frequency rate-fatal</li> <li>- Occupational injury frequency rate-nonfatal</li> <li>- Time lost due to occupational injuries</li> </ul>	<ul style="list-style-type: none"> <li>- Article 81 of Labour Law N° 66/2018 of 30/08/2018, as amended to date</li> <li>- Article 82</li> </ul>
<b>Social security</b>	<p><b>Coverage on the following:</b></p> <ul style="list-style-type: none"> <li>- Old age pension</li> <li>- Health care</li> <li>- Occupational injuries</li> <li>- Sick leave</li> </ul>	<ul style="list-style-type: none"> <li>- Law N° 05/2015 of 30/03/2015 governing the organization of pension schemes</li> <li>- Article 4 of Law N° 48/2015 of 23/11/2015 governing the organisation, functioning and management of health insurance schemes in Rwanda</li> <li>- Article 19 of Labour Law N° 66/2018 of 30/08/2018, as amended to date</li> </ul>

# Decent Work Agenda promotion(Cont'd)

Substantive element of the Decent Work Agenda	Statistical Indicators	Legal Framework
<b>Social dialogue, workers' and employers' representation</b>	<ul style="list-style-type: none"> <li>- Trade union density rate</li> <li>- Employers' organization density rate</li> <li>- Collective bargaining coverage rate</li> <li>- Workers Representatives and OSH Committees</li> </ul>	<ul style="list-style-type: none"> <li>- Article 2 of Ministerial Order N° 003/19.20 of 17/03/2020 relating to employees' representatives</li> <li>- Article 83 and 84 of Labour Law N° 66/2018 of 30/08/2018, as amended to date</li> <li>- Article 78 of Labour Law N° 66/2018 of 30/08/2018, as amended to date</li> </ul>

## Labour Governance and Employment in Rwanda



- ❑ Job loss due to the slow down and closure of economic activities due to COVID-19 pandemic;
- ❑ Unsustainability and predominance of casual jobs in a number of jobs created;
- ❑ Predominant labour underutilization (Unemployment, Time-related underemployment and Potential labour force);
- ❑ Large informal sector employment that is characterized by low productivity, huge productive work deficits, vulnerable workers and the working poor;
- ❑ Lack of practical skills to young graduates that are needed on the labour market.



# Initiatives geared to promote employment

## Workplace learning ( Igira ku Murimo) and TVET

- Promoting workplace learning (Igira ku Murimo) for youth and women employable skills development: **Professional Internship, Dual Training system, Industrial Based Training, Industrial attachment and RPL**
- Promotion of TVET system

## Self-employment promotion and Access to Capital

- Access to adequate capital and business advisory services for start and existing new enterprise (technical and business management skills, access to finance, access to markets, access to information, ease of business regulations)
- Promote entrepreneurship and support to innovative and Transformative Business Ideas
- Financial literacy, business coaching and follow up of youth led projects

## Employment and Decent work Mainstreaming

- Promoting Labor intensive programs (eg, road maintenance, manufacturing, food processing projects, etc)
- Employment and Decent work mainstreaming in all sectors

# Initiatives geared to promote employment(Cont'd)

## Job Matching

- ❖ Employment service centers
- ❖ Job desk information
- ❖ Kora Job portal
- ❖ Government e-recruitment portal
- ❖ Job net /fair/ event

## Monitoring Labour market trends

- ❖ Labour Market information system
- ❖ Labour force surveys

**THANK YOU**