



Ulandssekretariatet
LO/FTF Council

Danish Trade Union
Council for International
Development Cooperation

Rwanda

Labour Market Profile

2014

This Labour Market Profile is a yearly updated report that provides a broad overview of the labour market's situation and development. The report is based on the latest data available and following trends. Each section has also accesses to the sources' links that can be used to go more in-depth on selected themes.



Rwanda - Labour Market Profile 2014

Executive Summary

After the civil war that culminated in the genocide of the Tutsi in 1994, the country went through a process of national reconciliation. Rwanda has seen a massive improvement in development and national conciliation, though the leading party, Rwanda Patriotic Front (RPF), has dominated the political landscape and has been criticised for being authoritarian.

The country has a high economic real growth, which is higher than the Sub-Saharan Africa's average. Between 40%-50% of the National Budget is funded through international aid. The annual inflation rate is still low, but under pressure on cost of living. Advances continue to make it easier of doing business and governance indicators register improvements. The country remains a very poor country, though, with a high Gini Index and ranks 167 out of 187 countries on UNDP's Human Development Index. Around 94% are reported to be working in the informal economy.

The relative composition of export products has been under changes, particularly tin ores have been increased significantly, while coffee and other metals have decreased. Rwanda's main export market is now Malaysia superseding Congo and Kenya. Labour reforms easing regulation to attract foreign investment have decreased the labour protection, e.g. reducing maternity leave from 12 to 6 weeks.

There have been substantial improvements in recent years on the extension of social security in Rwanda. The Government has introduced a compulsory health insurance for the entire population, which has been accompanied by a policy of the development of mutual health organizations throughout the country. The membership rate of Community Based Health Insurance has reached 91% of coverage. However, the country has a limited system of contributory social protection mechanisms for formal salaried or self-employed person. A revision of the Social Security Law was initiated in 2013 and it is ongoing.

There is basically no national minimum wage since the last is from 1974. But in 2013, the government initiated to collect data on wages, and a process of fixing minimum wages is in final stages.

Key labour market skills are confronting a low human capital and educational level. Around 53% of the population has no schooling at all. On the other hand, free primary education has been implemented and enrolment in primary schools is high. Also enrolment in secondary and tertiary schools is growing fast. Rwanda has a relative high ratio of pupils in vocational students to all pupils in secondary education in comparison with the Sub-Saharan Africa's average. One of the reasons is that business development centers have been developed in all districts to support business and job creation for Rwandans, including youth.

Striking is difficult in Rwanda. A strike must live up to several legal requirements and strikes are rarely used due to social stigma and fear of reprisals. The two trade union federations, CESTRAR and COTRAF, are liaising well, but have little cooperation with employers' organization, PSF. The trade union movement has an estimated density at 2.0% of the labour force.

Social dialogue is still on an infant stage. There are some gaps between the labor law and the ministerial orders that define its implementation. Freedom of association and the right to collective bargaining has generally not been respected, but the concept of collective bargaining is slowly being introduced. A revision of the Labour Law is in final stages, including the fixing of minimum wages. In addition, the Labour law holds provisions for collective bargaining in private sector and the first ever Collective Bargaining Agreement was concluded in Rwanda in 2011. As of 2014, three CBAs have been concluded.

Rwanda became the first country in the world to achieve a female majority in Parliament. There is still ample room for improvement in social attitudes towards women, though. A gender action plan is being mainstreamed into existing Vocational Education and Training plans and structures.

Overall, unemployment is uncommon in Rwanda, though some unemployment exists among the unskilled. It is estimated that the unemployment and youth unemployment rates were at 1% in 2013.

Contents

Trade Unions	4
Trade Unions in Rwanda.....	5
Employers' Organisations	6
Central Tripartite Structures	7
National Labour Legislation	7
ILO Conventions	8
Trade Union Rights Violations	9
Working Conditions	10
Workforce	11
Unemployment.....	11
Sectoral employment	12
Migration	13
Informal Economy	13
Child Labour.....	14
Gender	14
Youth	14
Characteristics of the Working Age Population	15
Vocational training	16
Social Protection	17
General Economic Performance	18
Trade	19
Trade agreements	19
Export Processing Zones.....	20
References	21

Trade Unions

Trade unions in Rwanda (2014)	
Number of trade unions	36+
Due (median)	N/A
Members of trade unions (CESTRAR+COTRAF)	116,846
Trade union members share of labour force	2.0 %
Trade union members to waged workers ¹	11 %
Female member share of trade unions	35 %
Members of affiliated trade unions from the informal economy	21,557
Number of CBAs	3
Workers covered by CBAs	4,500
Share of workers covered by CBA (CESTRAR)	0.1 %
Labour force (2013) ²	5,785,000

All unions must register with the Ministry of Public Service and Labor. The application process is somewhat cumbersome and required unions to disclose their membership and property.

The Labour Law allows unions to conduct their activities without interference, prohibits antiunion discrimination, and requires employers to reinstate workers fired for union activity.³ The law also allows unions to negotiate with employers in private sector for Collective Bargaining Agreements (CBAs). The first CBA in Rwanda was concluded in 2011 and as of 2014 another two CBAs have been concluded by CESTRAR. More are expected to follow as the concept of CBA negotiations is adopted. The labour law furthermore holds provisions for the fixing of minimum wages as per professional categories.

There are 36 trade unions, which are organized into the following four national trade union confederations:

La Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR)⁴

CESTRAR is the national centre of Rwandan trade unions. At its creation in 1985, CESTRAR was a central structure of the then ruling party. In 1991, CESTRAR declared its independence vis-à-vis the political parties and revised its constitution. After the tragic genocide in 1994, leaders and other trade union militants returned from abroad and resumed new activities to re-launch the trade union movement, and held CESTRAR's fifth ordinary congress in December 1996.

In December 2005 the seventh congress was held in Kigali with further restructuring as a result.

CESTRAR is governed by the national trade union congress, the national trade union council and the national executive bureau. The executive bureau is composed of the permanent secretary general, Mr. Eric Manzi and four national secretaries charged with various departments. The national executive bureau is tasked with carrying out the decisions made by the Congress and of the national trade union council. It also represents CESTRAR, the affiliated trade unions and their members, at all levels vis-à-vis government and its administration, the legal justice system, and with the social partners as well as taking care of finances, administrative staff etc. CESTRAR leadership is elected on seven year terms, aligned with the presidential term in Rwanda.

The two main objectives of CESTRAR are: The improvement of the socio-economic conditions of workers and creating solidarity among workers and involving them in trade union activities.

CESTRAR at present consists of 20 trade unions with around 97,000 members. Around 10 of the unions are very small. The strongest unions are in the education sector and the transport sector. CESTRAR has close working relations with the government and civil society organizations in Rwanda.

CESTRAR together with COTRAF participate in formal and tripartite forums and in informal bi- and tripartite meetings in connection to development of national policy and strategies and revision of legislation.

Congrès du Travail et de la Fraternité (COTRAF)

COTRAF is the second national centre of Rwanda. It was created in 2003 out of the structures of STRIGECOMI (Industry, Garage, Construction, Mines and Printers Workers Union). COTRAF is governed by a general assembly, a general council, the national bureau and its secretariat, and led by president, Mr. Dominique Bicamumpaka.

The mission of COTRAF is to protect and promote rights and interest of workers. COTRAF has 20,000 members, through its affiliates grouped into seven sectoral unions.⁵

After a period of rivalry between COTRAF and CESTRAR, the two trade union centres now have some cooperation.

Conseil National des Organisations Syndicales Libres au Rwanda (COSYLI)⁶

COSYLI was registered as a confederation by the authorities in 1996. Today it constitutes nine trade

union members. Among others, COSYLI surveys domestic workers in the informal sector about their work conditions and educate them about their rights.

The Association of Christian Unions (ASC-Umurimo)

There is no data of affiliates and members.

Trade Unions in Rwanda							
Members, Dues, Collective Bargaining Agreements (CBA) and Occupational Safety and Health committees							
Trade Union / Trade Union Centre	Affiliation To national trade union centre	Total members (2014)	Female members	Dues	Number of CBAs	Workers covered by CBAs	Number of OSH committees at workplaces
CESTRAR La Centrale des Syndicats des Travailleurs du Rwanda	20	96,846⁷ (2014)	34,000	-	3	4,500	-
COTRAF Congrès du Travail et de la Fraternité au Rwanda	7	20,000 (2012)	-	-	-	-	-
COSYLI Conseil National des Organisations Syndicales Libre	9	N/A	-	-	-	-	-
ASC-Umurimo – Association of Christian Unions	N/A	N/A	-	-	-	-	-
Total	36	116,846	-	-	-	-	-
STAP trade union for employees in the central administration	CESTRAR	-	-	-	-	-	-
SYPEPAP trade union for personnel in privatised and parastatal enterprises	CESTRAR	2300	-	-	-	-	-
SPEDIV trade union for regional and local council employees	CESTRAR	-	-	-	-	-	-
SPS employees in the health sector	CESTRAR	1500	-	-	-	-	-
SPJ employees in the legal sector	CESTRAR	-	-	-	-	-	-
SNEP primary school teachers	CESTRAR	35,951	-	-	-	-	-
STAVER trade union for staff working in the agricultural public sector	CESTRAR	6320	-	-	-	-	-
STRIGECOMI trade union for workers in garages, mines, printing houses and enterprises in the private sector	CESTRAR	700	-	-	-	-	-
SYBATECHETRA trade union for workers in the banking, insurance, transport and hotel sector	CESTRAR	700	-	-	-	-	-
SENJOSMEL trade union for teachers, journalists, in the medical sector, in public libraries, and in the NGO sector	CESTRAR	5200	-	-	-	-	-
STECOMA workers in construction	CESTRAR	7820	-	-	-	-	-
SYATEL telecommunication workers	CESTRAR	220	-	-	-	-	-
SYAPOST postal workers	CESTRAR	-	-	-	-	-	-
ACPLRWA drivers of heavy trucks' association	CESTRAR	1800	-	-	-	-	-
SYNES secondary teachers national trade union	CESTRAR	1200	-	-	-	-	-
ASSETAMORWA taxi drivers' association	CESTRAR	-	-	-	-	-	-
ATRACO Minibus taxi drivers Union	CESTRAR	1460	-	-	-	-	-
ATAMIMORWA Mini motors drivers Union	CESTRAR	1170	-	-	-	-	-
APPHORWA Association of Photographs and Cameramen of Rwanda	CESTRAR	60	-	-	-	-	-
SYPELGAZ Union of workers in energy and water (ELECTROGAZ)	CESTRAR	1300	-	-	-	-	-
AETM Association l'Ésperence des Taxis Moto au Rwanda	-	N/A	-	-	-	-	-
EER Equipes Enseignantes du Rwanda	-	N/A	-	-	-	-	-
SPEP Syndicat du Personnel des Etablissements Parasataux	-	N/A	-	-	-	-	-
STAC Syndicat des Travailleurs de l'Administration Centrale	-	N/A	-	-	-	-	-
UWIGCFMP Union of workers in Industry, Garages, Construction, Firms, Mines and	-	N/A	-	-	-	-	-

Printers								
COTRAF-Education	COTRAF	N/A	-	-	-	-	-	-
SYPERWA (teachers)	COTRAF	N/A	-	-	-	-	-	-
COTRAF – Batiment&Industrie (construction and manufacturing industries)	COTRAF	N/A	-	-	-	-	-	-
SNIC – Public administration, university personelle and senior staff	COTRAF	N/A	-	-	-	-	-	-
COTRAF – Agriculture & Elevage (farming and agriculture industry)	COTRAF	N/A	-	-	-	-	-	-
COTRAF- Service (services)	COTRAF	N/A	-	-	-	-	-	-
COTRAF – Media (COTRAF	N/A	-	-	-	-	-	-
SITR: Syndicat Interprofessionnel des Travailleurs du Rwanda	COSYLI	N/A	-	-	-	-	-	-
ASPESAR : Association Syndicale du personnel de santé au Rwanda	COSYLI	N/A	-	-	-	-	-	-
SYNESER : Syndicat des Enseignants du Secondaire du Rwanda	COSYLI	N/A	-	-	-	-	-	-
ASPECOR : Association Syndicale du Personnel Cadre des ONG au Rwanda	COSYLI	N/A	-	-	-	-	-	-
RESYFET : Réseau Syndical pour la Promotion du Statut de la femme Travailleuse Salariée	COSYLI	N/A	-	-	-	-	-	-
SYTRAMER: Syndicat des Travailleurs (es) Ménagers (ères) au Rwanda	COSYLI	N/A	-	-	-	-	-	-
SJR : Syndicat des Journalistes du Rwanda;	COSYLI	N/A	-	-	-	-	-	-
SIPETRA : Syndicat Interprofessionnel de Protection des Enfants Travailleurs	COSYLI	N/A	-	-	-	-	-	-
SYTRAUPLAT : Syndicat des Travailleurs des Usines et Plantations Théicoles	COSYLI	N/A	-	-	-	-	-	-

Employers' Organisations

Private Sector Federation (PSF)

PSF is the main umbrella organization of employers in Rwanda, established in 1999. It has 10 departments for different sectors.⁸ The PSF membership is reported to be composed of 5,000 companies, as well as 10 chambers and 75 associations.

The organization's mission is to represent and serve the interests of the entire private sector through lobbying and advocacy, while at the same time providing timely and relevant business development services that lead to sustainable private sector led economic growth and development.

The PSF is therefore more of a business organization than an employers' organization vis-à-vis the trade union movement, focusing more on private sector interests than employer issues. PSF has not been actively participating in number of tri-partite forums. However, PSF have lately set up a department for employment and labour relations. Cooperation between PSF and CESTRAR has been rare but working relations has improved considerably during the recent past.⁹

Central Tripartite Structures

National Labour Council

The National Labour Council consists of fifteen members with five representatives each from government, workers and employers. The council comments and gives advice on labour law, minimum wage and other labour related matters.

Committees established by the council are to act as arbitrators and settle collective labour disputes, when the parties cannot reach a settlement.

Economic and Social Development Council (RESC)

The Economic and Social Development Council is composed of government, representatives of workers, employers and civil society. It gives advice on and promotes consensus on social and economic legislation and policies.

Mediation and arbitration

According to the labour code,¹⁰ in an individual dispute conciliation is undertaken by a workers' representative, if that fails by a Labour Inspector and thereafter the dispute can be taken before the labour courts. In a collective dispute, the labour inspector or the Minister of Labour attempts conciliation, if that fails the National Labour Council sets up an arbitration committee, which decides and enforces an outcome. However, there were no functioning labour courts.¹¹

Other bi/tripartite organs

- Rwanda Work-Force Agency
- National Social Security Funds
- Rwanda Health Insurance for Public Sector Workers
- Teacher Service Commission
- District Council
- National Commission Against HIV/Aids
- Rwanda NGO's Forum on HIV/AIDS

National Labour Legislation

Constitution¹²

The Constitution of 2003 recognises as fundamental human rights the freedom of association, free choice of employment, equal pay for equal work, basic trade union and employers' organisation rights as well as the right to strike.

The law regulating labour in Rwanda¹³

Labour Law from 2009 regulates labour in Rwanda. It establishes fundamental rights at work, regulates various aspects of employment, general working conditions, salaried formal sector workers, leaves, Occupational Safety and Health, organization of workers and employers, collective agreements and labour disputes. The law also establishes the Labour Inspectorate, the Ministerial Labour Directorate and the National Labour Council. According to the law workers representatives are to be elected in firms employing at least ten workers.¹⁴ Workplace elections are supposed to be conducted in November 2014.

Overall the labour law has a comprehensive framework to address the rights for workers and employers to freely associate and to bargain collectively. However, social dialogue in Rwanda is still at an infant stage.¹⁵

Family businesses and informal sector workers generally are not protected under most provisions of the law.

The Labour Law holds provisions for Collective Bargaining in private sector and the first ever CBA was concluded in Rwanda in 2011. As of 2014 a total of 3 CBAs have been concluded.

The law regulating labour is the most important labour legislation. Several other legislations exist, which regulate and set standards and restrictions for the labour market.¹⁶

ILO Conventions

Ratified ILO Conventions ¹⁷		
Subject and/or right	Convention	Ratification date
Fundamental Conventions		
Freedom of association and collective bargaining	C087 - Freedom of Association and Protection of the Right to Organise, 1948	1988
	C098 - Right to Organise and Collective Bargaining Convention, 1949	1988
Elimination of all forms of forced labour	C029 - Forced Labour Convention, 1930	2001
	C105 - Abolition of Forced Labour Convention, 1957	1962
Effective abolition of child labour	C138 - Minimum Age Convention, 1973	1981
	C182 - Worst Forms of Child Labour Convention, 1999	2000
Elimination of discrimination in employment	C100 - Equal Remuneration Convention, 1951	1980
	C111 - Discrimination (Employment and Occupation) Convention, 1958	1981
Governance Conventions		
Labour inspection	C081 - Labour Inspection Convention, 1947	1980
	C129 - Labour Inspection (Agriculture) Convention, 1969	Not ratified
Employment policy	C122 - Employment Policy Convention, 1964	2010
Tripartism	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	Not ratified
Up-to-date Conventions		
Working time	C014 - Weekly Rest (Industry) Convention, 1921	1962
Wages	C094 - Labour Clauses (Public Contracts) Convention, 1949	1962
Social security	C118 - Equality of Treatment (Social Security) Convention, 1962	1989
Industrial relations	C135 - Workers' Representatives Convention, 1971	1988
<p>Fundamental Conventions are the eight most important ILO conventions that cover four fundamental principles and rights at work. Equivalent to basic human rights at work.</p> <p>Governance Conventions are four conventions that the ILO has designated as important to building national institutions and capacities that serve to promote employment. In other words, conventions that promotes a well-regulated and well-functioning labour market.</p> <p>In addition, there are 71 conventions, which ILO considers "up-to-date" and actively promotes.</p>		

Trade Union Rights Violations

According to the International Trade Union Confederation (ITUC), one case was registered in 2014:¹⁸ Six teachers working for Mweya Private School in Rubavu were illegally dismissed in February 2013 without prior notice contrary to a valid collective agreement. The school claimed to be in financial difficulties but failed to produce an audit report. As a result, the workers filed a complaint with the court which ruled in their favour in June 2014 and ordered the school to pay compensation.

According to the U.S. Country Reports on Human Rights Practices for 2013,¹⁹ the Government has had aggregation of small and medium enterprises into sector-specific cooperatives barred unionization and led to the shutdown of unions. Also local government officials and employers routinely impeded workers from joining or forming unions. Employers often harassed union members and prevented workers from meeting by prohibiting meetings during work hours. Employers often dismissed union representatives and members because of their union activities and did not reinstate them.

It has been recorded that the labor code restricts voluntary collective bargaining by inserting the government into labor negotiations and requiring binding arbitration in cases of non-conciliation. In practice the government strictly limited the right to collective bargaining. The government was heavily involved in the collective bargaining process, since most union members worked in the public sector. Among others labour union officials commented that many private sector businesses controlled by the RPF or RDF were off-limits to collective bargaining negotiations. The government also controlled collective bargaining with cooperatives. No labor union had an established collective bargaining agreement with the government. Employers, including the government, perpetually delayed agreements to bargain or bargained with employer-controlled unions. Employers across a number of industries, such as mining and construction, employed subcontractors in order to avoid hiring workers with bargaining rights or paying benefits required by law.

Police arrested representatives of a professional association of minibus drivers after they presented a petition to the prime minister protesting a change in government policy that bars minibus taxis from operating within the Kigali city limits. The representatives were detained for several days and subsequently released.

There were no functioning labor courts or other formal mechanisms to resolve antiunion discrimination complaints. According to CESTRAR, employers in small companies frequently intimidated unionists through the use of transfers, demotions, and dismissals.

According to the U.S. Department of State there were neither registered strikes during the year or anecdotal evidence of unlawful strikes. The latest registration of violations of trade union rights in Rwanda by ITUC was in 2012. It showed that trade unions have very little room for maneuver. The authorities are hostile to any form of protest, and exercising the right to strike is practically impossible. Fifteen trade unionists were dismissed during 2011.²⁰

There are several violations reported to labor unions compared to the relatively few actions taken by the government and employers to remedy substandard working conditions and suggested penalties have been insufficient to deter violations. MIFOTRA is strengthening financial accountability mechanisms for labor inspectors and districts to ensure that funds are properly spent on inspections and other labor programming to prevent violations and improve working conditions.²¹

In 2013 the President of Rwanda ordered workers not to celebrate 1st May / Workers Day as usual and urged employers and unions to use the day for dialogue. CESTRAR protested it by writing a letter asking ILO to intervene in the situation as it violates workers' rights.

Working Conditions

Wages and earnings			
Monthly legal minimum wages			
	Source	Current RWF	US\$
Nominal average wage (2005)	Global Wage Database	177,987	319
Median average net wage (2012)	WageIndicator	108,000	176
Public servants (High position) (2012)	MyWages	300,000	488
Public servants (Low positions) (2012)		30,000	49
Agricultural workers (Average) (2011)		20,000	33
Unskilled construction worker (2011)	U.S. Human Rights Report	39,000	65
Skilled construction worker (2011)		130,000	218
<i>Average wages is gross average nominal monthly wages in local currency units.</i>			
<i>Monthly wages are calculated as 26 work days per month.</i>			

There is basically no national minimum wage since the last is from 1974. But in 2013, the government initiated a process for revising the minimum wages in continuation of the revision of the Labour Code in 2009. The process has been delayed due to disagreements on a number of issues, especially the fixing of minimum wages for domestic workers and agricultural sector. The trade unions find a suggested minimum wage of 600 Rwandan francs (RWF) (less than US\$1) to be far too low.

In practice, the government is the largest employer and set most other formal sector wage rates. The wages in the public sector is ranging from 30,000 to 300,000 RWF (US\$49 to US\$488) per month. Other estimations based on wage surveys of experienced teachers and nurses' wages suggest it is slightly higher at RWF 329,500 (US\$536) of the monthly gross salary.²²

The only existing minimum wage was set on the industry-specific minimum wages in the small formal sector. It has been registered that the minimum wage in the tea industry ranges from RWF 500 to 1,000 (US\$0.8 to US\$1.5) per day, while in the construction industry ranges from RWF 1,500 to 5,000 (US\$2.3 to US\$7.6) a day, depending on skill level. Minimum wages provided a higher standard of living than that of the approximately 80% of the population relying on subsistence farming.²³

The medium net monthly wage based on a 2012 survey sample is RWF 450 (US\$0.7) per hour, i.e. US\$4.3 per day. One out of four earns less than RWF 150 (US\$0.24) per hour while 21% earn more than RWF 1,350 (US\$2.2) per hour. It also observed that employees with permanent contracts have by far the highest earnings (US\$1.64) per hour, whereas workers without contracts have the lowest earnings (US\$0.2).²⁴ Around 45 percent of the population lives below the national poverty line. The mentioned survey has also registered that only 49% of the sample is paid on or above the poverty line of RWF 118.000 per month (US\$192). Workers without contracts were most vulnerable and just one in ten earn on or above the poverty line. In contrast, 79% of employees with permanent contracts, 57% of workers on fixed term contracts and 44% of self-employed do.

The Labour Law regulates hours of work and occupational health and safety standards in the formal wage sector. Ministerial orders issued in May 2012 determine the modalities for establishing and operating occupational health and safety committees and the conditions for occupational health and safety set forth in the country's first comprehensive occupational health and safety standards.

A National OHS-policy was validated by the National Labour Council in 2013. While workers do not have the right to remove themselves from dangerous work situations without jeopardizing their jobs, the government established a list of dangerous professions subject to heightened safety scrutiny. There were no effective labor standards for the informal sector, which accounted for 89 percent of all establishments according to the 2011 Establishment Census.²⁵

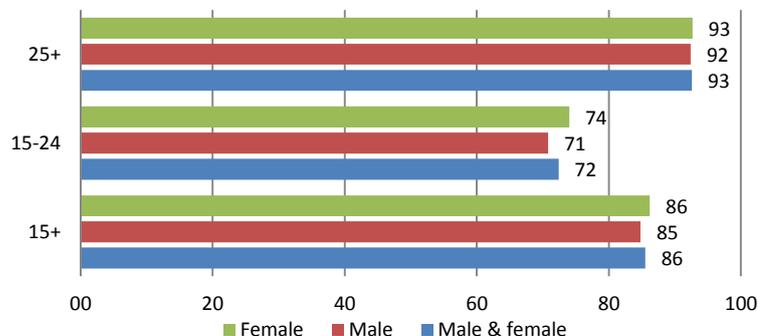
Families regularly supplemented their incomes by working in small businesses or subsistence agriculture. Most workers in the formal sector worked six days per week. Violations of wage, overtime, and occupational health and safety standards were common in both the formal and informal sectors. Local media highlighted the common problem of employers not signing up employees for social security or occupational health insurance and not paying into those benefit systems as required by law. Workers in subcontractor and business process outsourcing sectors were especially vulnerable to hazardous or exploitative working conditions.²⁶

Workforce

Employment rates (2012)²⁷

Age and Sex distribution

Sex	Age	Employment rate
Male & female	Total 15+	86 %
	Youth 15-24	72 %
	Adult 25+	93 %
Male	Total 15+	85 %
	Youth 15-24	71 %
	Adult 25+	92 %
Female	Total 15+	86 %
	Youth 15-24	74 %
	Adult 25+	93 %



Rwanda's population is 12.3 million persons with a labour force at 5.8 million workers. The employment rate is estimated as 86% with very small gender gaps with basically no gaps between men and females.

Unemployment should therefore be understood in relation to the strength of social safety nets, the prevalence of informal employment and how much of informal employment is underemployment due to few formal employment possibilities.

Working Poor²⁸

Age 15+

Region	Share of workers in total employment	
	1.25 US\$ a day	2 US\$ a day
Rwanda (2011)	62 %	82 %
Sub-Saharan Africa (2011)	44 %	67 %

Working poor measures employed people living for less than US\$1.25 and US\$2 a day, as proportion of total employment in that group.

Almost two out of three working Rwandans are poor. Around 62% working poor are living for under US\$1.25 a day and 82% for under US\$2 a day. The middleclass is very small, with 4.1% Rwandans living for US\$2-4 a day and 2.6% for US\$4-20 a day.²⁹

Unemployment

Overall unemployment is uncommon in Rwanda, though some unemployment exists among the unskilled.³⁰ ILO estimated both the unemployment and youth unemployment rate at 1% in 2013. Like most other developing countries, unemployment is not an option to be able to survive. Work of some sort has to be found, often casual and informal work.

The National Employment Policy is from 2007 and a number of employment promotion initiatives and progress has been made in skills development, entrepreneurship promotion, improvement of the business climate and access to finance for small and medium enterprises. However, findings from an evaluation identify a need for increasing the impact of the implemented projects on employment.³¹

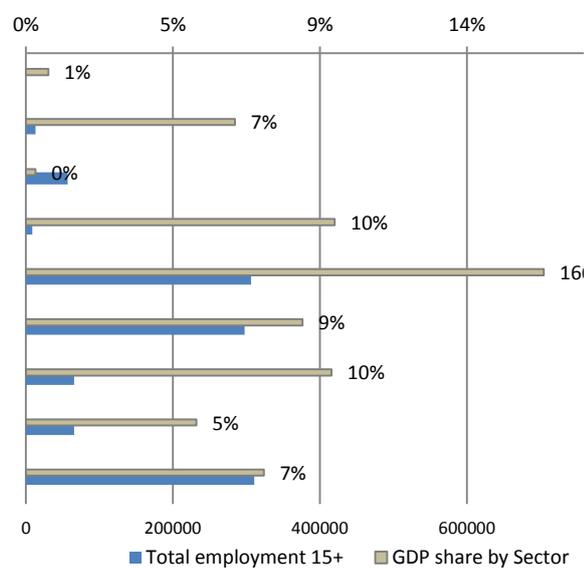
A second generation Economic Development and Poverty Reduction Strategy (EDPRSII) was finalized and adopted in 2014 and a process for revising the employment policy has been initiated. Trade unions and employers' organisation are participating in these policy processes. Trade unions are focusing on job creation and mainstreaming of youth and gender agendas. Contrary to the current employment policy, the revised policy is going to take into consideration the concepts of decent work, social protection and workplace rights.

Around two thirds of the population was underemployed on time-related basis. Thus, by targeting co-operatives for job-creation, the government has started plans to reduce unemployment from 8% to 4% in 2018.

Sectoral employment

Employment (2005)³² & GDP share (2012)³³ Sector distribution – (Graph without Agriculture)

Sector	Total employment	GDP share per sector
Mining and quarrying	17,508	1 %
Manufacturing	78,786	7 %
Electricity, gas and water	4,377	0.3 %
Construction	65,655	10 %
Trade, restaurants and hotels	306,390	16 %
Transport and communication	56,901	9 %
Finance, real estate and business services	13,131	10 %
Public administration and services	140,064	5 %
Other services	236,358	7 %
Agriculture	3,449,076	36 %

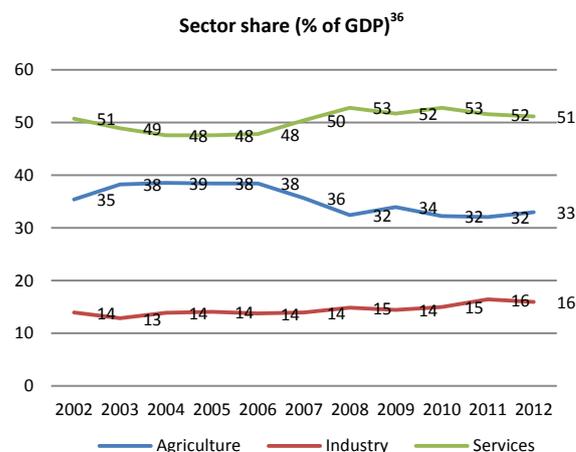


The largest sector is agriculture, where 78% of the population is employed contributing with only 36% of GDP. Subsistence farming is volatile to seasonal weather changes and the lowest labour productivity. Though the agricultural sector share of GDP is declining, attracted by the growth of the industrial sector or public service, it is not as significant as in other East-African countries.

Efforts at tackling the food crisis are misleadingly centered on the exclusive promotion of the livelihoods of small-scale own-account farmers by boosting their agricultural production. It is unlikely to deliver dramatic change for those small farmers and landless who depend on earnings from casual work for their livelihoods. For them, a dramatic increase in labour demand is the key to better futures.³⁴

Around 28% of the labour force is employed in industry and service sectors. With most of the labour being none-mechanized, the Minister of Labour and

Public Service place more emphasis on the youth, who comprise 65% of the country's labour force.³⁵



Migration

Migration ³⁷		
Net migration (2008-2012)	Rwanda	-44,999
Net migration to average population per year (2008-2012)	Rwanda	-1 : 1,104 inhabitants
	Sub-Saharan Africa	-1 : 2,835 inhabitants
Personal transfers i.e. remittances received, % of GDP (2012)	Rwanda	2.6 %
	Sub-Saharan Africa	2.4 %

Previously Rwanda received more immigrants than emigrants leaving, which were mainly returning refugees from the civil war, but it has changed. Today, most refugees have returned, and the net migration has turned into a more outflow of emigrants than an inflow of immigrants, reaching 9,000 migrants per year. It suggests Rwanda has a higher net migration

Informal Economy

Informal sector workers are permitted to join unions, conduct strikes, and bargain collectively, although informal workers did not avail themselves of these rights. The 2001 labor law grants that every worker in every enterprise has the right to be a member of a trade union. Informal sector workers are exempt from provisions in the 2009 Labor Law, except for issues relating to social security and the trade union organizations.

According to the Rwandan household survey EICV2,³⁸ 94% are reported to be working in the informal sector. Of non-agricultural employment, 73% are informal. This is partly because of the many Rwandans working as subsistence farmers, partly because unemployment is not a realistic option in urban areas.

Around 80% of enterprises in Rwanda have no employees and 90% of these are in the informal sector. Subsistence farming accounts for most of the informal work with 71%, and most agricultural workers are subsistence farmers as well.

Excluding subsistence farming but not other forms of agricultural work, the informal sector accounts for 78% of employment, where most formal workers are in the public sector.

average population rate in comparison with the Sub-Saharan Africa average.

However, the number is masked by the number of emigrants from Rwanda, which is tendency as well. A large Rwandan diaspora exists in OECD countries, and remittances do play a role in the Rwandan economy. It has increased significantly from 1.4% of GDP in 2008 to 2.6% in 2012 and surpassed the Sub-Saharan Africa average remittances.

In addition, the East African Community (EAC) commits Rwanda and its neighbours to facilitate the free movement of persons and labour. Rwanda has taken steps by abolishing work permit fees for EAC citizens and by introducing the use of ID-cards as travel documents within the EAC.

Employment in the informal economy ³⁹ (2005)		
Type of employment	Total employment	% of total employment
Waged non-farm	199,000	4.5 %
Waged farm	32,000	0.7 %
Independent non-farm	40,000	0.9 %
Total formal	271,000	6.2 %
Waged non-farm	279,000	6.4 %
Waged farm	328,000	7.5 %
Independent non-farm	308,000	7.0 %
Family non-farm	72,000	1.6 %
Subsistence farmers	3,119,000	71 %
Total informal	4,106,000	94 %
Total non-agricultural informal employment	659,000	64 %
Total employment	4,377,000	100 %

Child Labour

The Rwanda National Child Labour Survey⁴¹ estimates 6% of children aged 5-15 engaged in employment. This is low compared to neighbouring countries and the Sub-Saharan Africa. Variation in methodology might account for this difference considering that Rwanda is one of the poorest countries in the world, while the free primary education is likely to have decreased child labour considerably. Child labour is more prevalent in the East and Western Province, and less in common in the City of Kigali and Northern Province. Hazardous work is much more common for older children, where 10% of all 16-17 year olds work under such conditions.⁴¹

MIFOTRA supported 30 labor inspectors, covering one in each district. The inspectors have not enforced labor standards effectively. However, penalties helped to deter the worst forms of child labor, as indicated by the continuing decrease in child labor based on high

Gender

The government has integrated gender into policies and strategic planning to improve further gender equality, among others as part of the second Economic Development and Poverty Reduction Strategy (EDPRS-II).⁴³ Inequalities in economic participation remain, though. For instance, 39% of male workers had remunerated non-farm jobs in 2010-2011, compared to 18% of female workers. This falls short of the 50% MDG target, and marks a deterioration of the gender gap in non-farm jobs since 2005-2006.

Various programs have been introduced to address these inequalities. It includes the co-operative movement and the Chamber of Women Entrepreneurs in the Private Sector Federation is offering training and

Youth

Youth unemployment and youth working in informal jobs in cities is part of the population growth leading to urban migration from rural areas, and the urban areas are not able to generate enough jobs to absorb them. Research suggests that compared to Burundi, young Rwandans tend to stay with traditional roles and not seek out opportunities in cities, lowering rural-urban migration.⁴⁵ The causes of youth unemployment in Rwanda can be found in both the supply side and the demand side. On the supply side, skills mismatch is identified by the 2009 National Skills Audit as a major contributor to youth unemployment.

level of media attention to arrests for the worst forms of child labor and action by some key industries to eliminate child labor.⁴⁰

Working children			
Proportion of all children in age group			
Region	Year	Type	Proportion
Rwanda ⁴¹ (age 5-17)	2008	Children in employment	11.2 %
		Child labourers	6.6 %
		Hazardous work	2.3 %
Sub-Saharan Africa ⁴² (age 5-17)	2008	Children in employment	26 %
		Child labourers	28 %
		Hazardous work	12.7 %
Children in employment include all children who conduct some kind of work, whereas child labourers are a narrower term without mild forms of work. Hazardous work is the worst form of child labour as defined in ILO C182.			

capacity building in entrepreneurship for women. The Umurenge Savings and Credit Cooperatives are also being used to improve inclusion of women and the youth in the economy.

Rwanda became the first country in the world to achieve a female majority in Parliament. Rwanda's Constitution mandates a 30% minimum female representation in politics and public sector management. This provision and the government's commitment to gender equality have resulted in an increase in the number of parliamentary seats held by women from 17% in 1994 to 56% in 2010. There is still ample room for improvement in social attitudes towards women, e.g. 41% of women reported at least one incident of domestic violence in 2010.⁴⁴

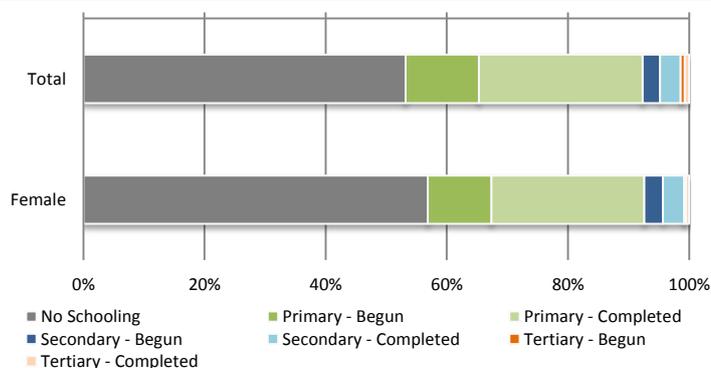
In a survey from 2008, examples that 48% of Rwandans between 15-24 years of age were in non-waged employment in the family, and only 6% in regular waged employment. Also 46% of 15-24 year olds worked, whereas 37% were in education.⁴⁶ It is also estimated that 42% of young people are either unemployed or under employed.⁴⁷

According to the International Youth Foundation limited job growth along with lack of appropriate skills are a major hindrance for employment and lack of resources and start-up capital is a hindrance for youth self-employment in Rwanda.⁴⁸

Characteristics of the Working Age Population

Highest level attained and years of schooling in the population⁴⁹ (2010), Population 25+, Total and Female

Highest Level Attained	Total	Female
No Schooling	53 %	57 %
Primary		
Begun	12 %	11 %
Completed	27 %	25 %
Secondary		
Begun	2.9 %	3.1 %
Completed	3.4 %	3.5 %
Tertiary		
Begun	0.7 %	0.3 %
Completed	0.7 %	0.5 %
Average year of total schooling	3.3 years	3.1 years
Educational Gini Coefficient	0.63	0.65



Primary, secondary and tertiary is the internationally defined distinction of education. In Denmark these corresponds to grundskole, gymnasium & university.

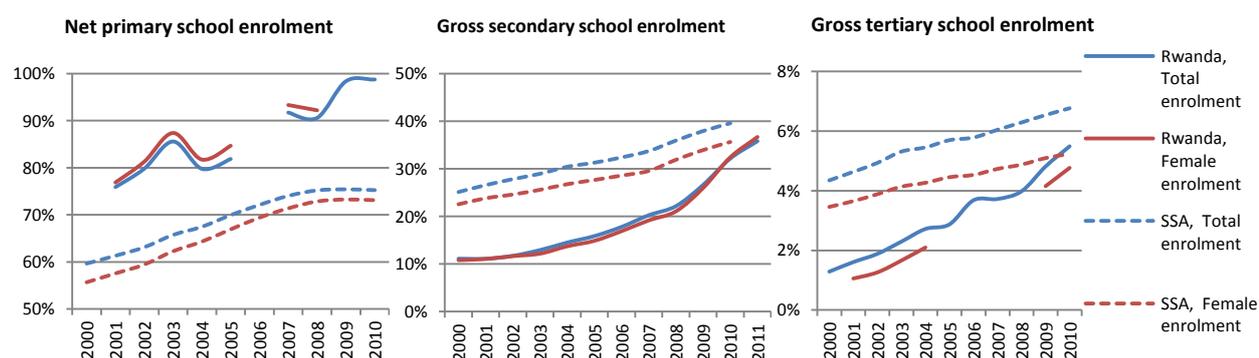
The educational Gini Coefficient is similar to the Gini Coefficient, but instead of measuring the distribution of income in a population, it measures the distribution of education measured as years of schooling among the population.⁵⁰

Rwandans have very little education, with little more than 3 years of schooling per capita, and more than half the population have no schooling at all. Likewise the educational GINI is high, showing that the years of schooling are unequally distributed among the population.

schooling and a more unequal distribution of the education among women - except secondary education were women have a little more education than men. The graph above shows the educational attainment of all Rwandans above 25 years, therefore gives a glance of the human capital of the labour force.

There are a notable differences in male to female schooling as well, with women being under-represented in all types of education, having less total

Enrolment in Primary Secondary and Tertiary schools (2000-2011)⁵¹ Total and Female, Rwanda and Sub-Saharan Africa



Net enrolment is the ratio of children of official school age, who are enrolled in school to the population of the corresponding official school age. Gross enrolment is the ratio of total enrolment, regardless of age, to the population of the corresponding official school age. Gross primary enrolment is therefore sometimes higher than 100 %.

First of all, there are more girls in primary and secondary schools than boys. Positive implementation of policies and strategies such as the Girls' Education

Policy, the National Gender Policy and the Girls' Education Strategic Plan (2008-2012) have improved girls' enrolment, retention and completion,

particularly in science fields at secondary and tertiary levels of education. It has contributed to that Rwanda has achieved the MDG target on parity between boys and girls in primary education with a net primary-school enrolment rate in 2010 slightly higher for girls (95.8%) than for boys (94.7%). Moreover, 52.7% of all students in private universities are women.⁵² The primary enrolment rates are extremely high, with the prevalence of child labour in Rwanda in mind. They do only record enrolment, and primary school attendance is around 85%, which is still very high for Sub-Saharan Africa. The high enrolment rates stands in sharp contrast to the deficiency of education in the general population, were over half having no schooling.

Vocational training

Vocational Training ⁵³		
Pupils in vocational training (2012)	Rwanda	58,431
Ratio of pupils in vocational student to all pupils in secondary education	Rwanda	11 %
	Sub-Saharan Africa	7.4 %
Ratio of pupils in vocational training out of 15-24 year olds	Rwanda	2.6 %
	Sub-Saharan Africa	2.2 %
<i>Note: The ratios are calculated on average covering the period 2008-2012.</i>		

Rwanda has a relative high ratio of pupils in vocational students to all pupils in secondary education in comparison with the Sub-Saharan average. One of the reasons is that business development centers have been developed in all districts to support business and job creation for Rwandans, including youth. These centers promote entrepreneurship by offering entrepreneurial training in central business competencies and other services necessary to support successful business growth. Any economic operator is eligible for these services although Small and Medium Enterprises (SME) are prioritized.

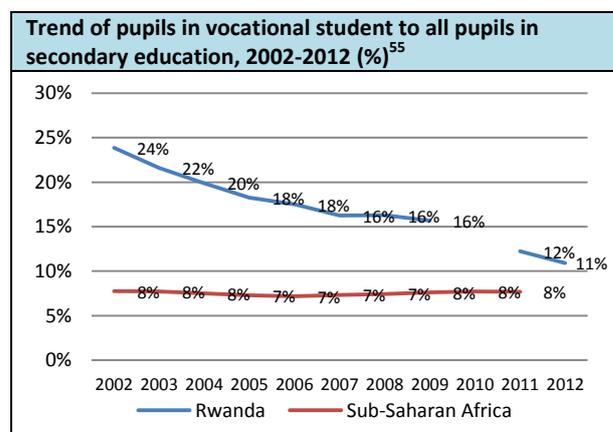
Secondary and tertiary educations have lower enrolment rates than the rest of Sub-Saharan Africa, but they are growing faster.

The relatively low enrolment rates in tertiary enrolment might be counterbalanced by vocational training, where Rwanda has somewhat more than Sub-Saharan Africa. A shortage of workers with useful skills is reported to be a problem for employment. The Rwandan labour force appears to be on the right track in gaining the skills useful at the labour market.

The government has taken measures to reform the current Technical and Vocational Education and Training (TVET) system. Among others, Integrated Polytechnic Regional Centers have been establishing to improve the quality and relevance of TVET education. This was in collaboration with the Workforce Development Authority. The latter performs a regulatory role and is responsible for the management of TVET qualifications framework, national occupational standards, national TVET examination and certification, labour market information system and business incubation.⁵⁴

A gender action plan is being mainstreamed into existing TVET plans and structures. According to the World Bank, 35% of firms are offering formal training.

The decline in the trend of pupils in vocational student to all pupils in secondary education is related to the sharp increase of secondary school enrolment.



Social Protection

Public spending on social protection schemes ⁵⁶ (2010)		
Public social protection expenditure, excl. health	RWF	52,5 billion
	US\$	90 million
	% of GDP	1.6 %
	per capita, US\$	8.3
	of total government expenditure	1.4 %
Public health care	% of GDP	5.7 %
Health social protection coverage	% of population	91 %
Trends in government expenditure in health	% changes per year (2007-2011)	13.7 %

Benefits, coverage and contributions to pensions scheme in Rwanda (2009)	
Social benefits for the active age	0.5 %
Sickness, maternity, employment injury, disability	N/a
Active contributors to a pension scheme, 15-64 years	3.8 %
Active contributors to a pension scheme, labour force, 15+ years	4.3 %
Proportion of elderly (receiving an old age pension), 60+	4.7 %

There have been significant improvements in recent years on the extension of social security in Rwanda. Among others, the Government has introduced a compulsory health insurance for the entire population, which has been accompanied by a policy of the development of mutual health organizations throughout the country. Based on examples of community-based initiatives, there has been a vast growth in the number of mutual health organizations. There are now more than 400 of these units. Membership rates of Community Based Health Insurance (CBHI) stood at 73% in 2006 and increased since then to reach 91% of coverage in 2010.

CBHI provide basic health insurance for an annual premium for formal and informal workers. The minimum annual premium is RWF 2,000 (US\$3.3) for the lowest groups in "Ubudehe category".⁵⁷ The scheme's quality of the health service is not optimal and the contribution can be too high for the very poor, excluding those most in need of health insurance.⁵⁸

In 2010, the CBHI policy has been updated in order to be more adapted to the current challenges. The new policy will improve population's access to quality

health services in a fair and equitable manner.⁵⁹ The Ministry of Local Government prepared a National Strategy on Social Protection in 2011. This strategy promotes a social protection vision for the next 10 years, which aims that by 2020 a social protection system that contributes to economic growth.⁶⁰

The government runs safety net social security programme is the Vision 2020 *Umurenge* (VUP), which has three pillars: i) VUP Public Works, ii) VUP Direct, and iii) VUP Financial Services. The government runs also social assistance programmes for genocide survivors, which gives subsidies for health insurance and social care services.⁶¹ VUP Public Works had 7% of adult Rwandans participating in 2010. Very poor households can participate by sending workable adults to waged temporary public work. VUP Direct gives direct cash transfers to households in the two lowest groups in the "Ubudehe category", who have no adults who can participate in public works. VUP Direct is represented in the 3.2% income share from public transfers. The institution is a micro credit scheme, which can be applied to people in the three lowest "Ubudehe categories" seeking loans.

Rwanda has a limited system of contributory social protection mechanisms for formal salaried or self-employed person, granting access medical care, old-age pension, disability, maternity and paid leave.⁶² And in the system of pension schemes, men have a much higher activity rate than women, 5.7% vs. 2.0%, respectively.

In 2014, a process for revising the Social Security law has been initiated. After informal consultations trade unions has submitted recommendations to the Social Commission in Parliament. According to CESTRAR the draft law is very rudimentary, only touching on the principles in social security, as each and every scheme is going to be regulated through comprehensive individual rules and regulations. The draft Social Security Law suggests retirement age to go up from 55 to 60 years (currently 60 years for civil servants) ad to include all workers, inclusive informal economy workers. The current law and procedures is not clear about informal economy as it only holds provisions for insurance of ministerial orders. The President of Rwanda allegedly promised that informal economy is going to be included in the new law as far as social security as well as health insurance and other benefits are concerned.

General Economic Performance

Key Facts ⁶³ (2013 est.)				
GDP (US\$)	GDP per capita (PPP)	GDP real growth	Human Development Index ⁶⁴ (2012)	Gini Index (2011)
7.7 Billion	1,500 US\$ 204 of 229 countries	7.5 %	0.434 167 of 187 countries	50.8 31 of 141 countries
<i>Based on the Gini index, if income were distributed with highest equality, the index would be zero; if income were distributed with lowest inequality, the index would be 100. Rank 1 is highest unequal; rank 136 is most equal.</i>				

Doing business ⁶⁵	Control of corruption	Government effectiveness	Rule of law
46 of 189 countries	0.01 (2007) 0.66 (2012)	-0.57 (2007) -0.26 (2012)	-0.20 (2007) -0.06 (2012)
<i>A high Doing Business ranking means the regulatory environment is more conducive to the start-up and operation of a local firm. The selected Governance Indicators cover the years 2007 and 2012 and ranging from -2.5 to 2.5; i.e. negative tendencies below the zero mean and unit standard deviation, score negative measurements.⁶⁶</i>			

Rwanda is one of the poorest countries in the world. Based on the GDP per capita measured in Purchasing-Power Parity (PPP) is US\$1,500, but it is more than twice as high as the comparable neighbour, Burundi.

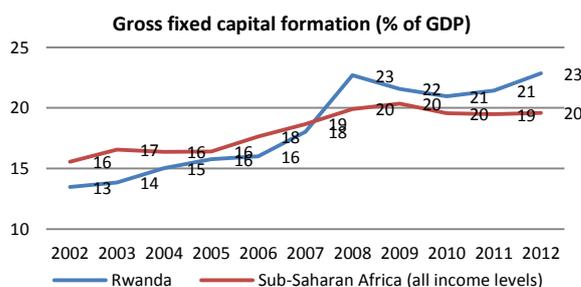
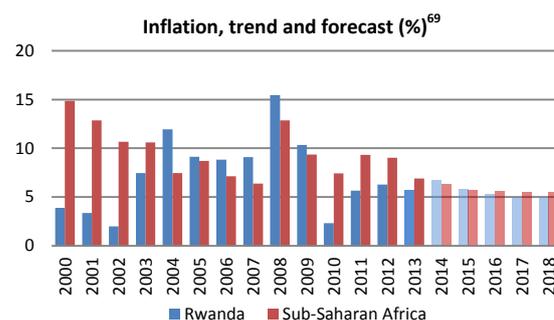
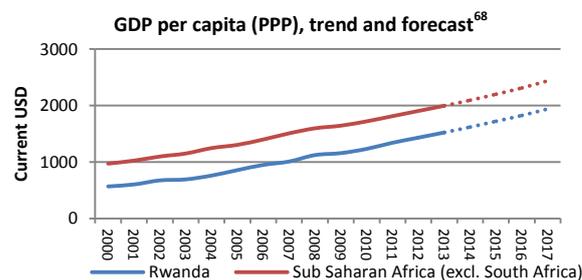
The annual GDP growth rate averaged at 7.8% from 2000 to 2013. On a growth at 7.5% in 2013 is higher than the Sub-Saharan Africa's average at 5.4% as well as the four other countries in the free-trade area of the East African Community, which is one of the best performing regions in the world with 6% growth in 2012.

In 2007-2008 world food crisis led to high inflation, which has then decreased. Rwanda is projected to keep a lower inflation than Sub-Saharan Africa, even though inflationary pressure on costs of living resurfaced in 2011.⁶⁷ Annual inflation was recorded at 3.7% in December 2013.

Rwanda has been very depending on foreign aid. Between 40%-50% of the National Budget is funded through international aid. The economy was severely affected when international donors in 2013 cut or froze budget support due to allegations that Rwanda was supporting the M23 rebel group in the neighbouring DR Congo. International Aid support has been resumed by mid-2014.

Rwanda is one of the most improving economies in the Doing Business Index, ranking at 46 out of 189 countries. Rwanda is the best performing country in the East African region as well as 3rd easiest place to do business in Sub-Saharan Africa. Rwanda especially scores high on Getting Credit, Paying Taxes, and Dealing with Construction Permits; but scores low on Trading across Borders and Protecting Minority Investors. On the three governance indicators Rwanda ranks high on the Control of Corruption, and both Government Effectiveness; and Rule of Law is getting closer at a medium level, which shows that Rwanda has made improvements.

The capital formation has increased to a level higher than the Sub-Saharan Africa's average. Though the recovery from the civil war has been positive, the economy is hampered by high transport costs, electrical shortages, high population density, low agricultural productivity and limited non-agricultural employment.



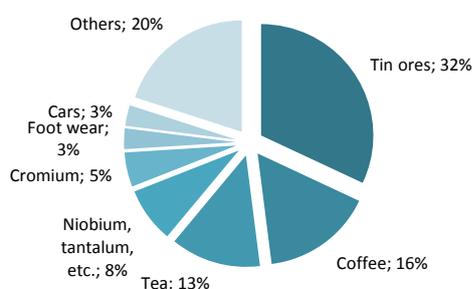
Trade

Trade and Foreign Direct Investment (FDI) ⁷⁰ (2013 est.)			
Exports	Imports	FDI flow ⁷¹ (2012)	FDI Stock
538 million US\$	1.937 million US\$	159 million US\$	900 million US\$
7.0 % of GDP	25 % of GDP	2.1 % of GDP	12 % of GDP

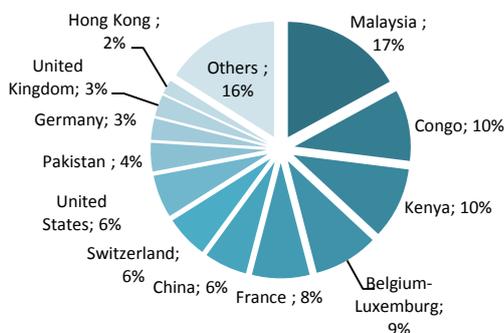
Trade plays a modest role in Rwanda's economy, with exports at 7% of GDP. The relative composition of export products have been under changes. Since coffee was the previous main export product it has been overtaken by tin ores and tea is closing the gap fast. Niobium, Tantalum, Vanadium and zirconium ores have also been reduced. The export destination is mainly to Malaysia (17%), Democratic Republic of the Congo (10%), Kenya (10%), Belgium-Luxembourg (9%), and France (8%).

Labour laws were reformed and eased in 2009 to attract foreign investment. The increased private and foreign investment created up to 10,000 jobs in 2010, but often the working conditions are bad and wages have not increased substantially. There is an expanding of the FDI's flow and stock.

Products share of exports (2012)⁷²



Rwanda's main export markets (2012)⁷³



Trade agreements

Rwanda joined the East African Community (EAC) in 2006, which also includes Kenya, Burundi, Tanzania & Zanzibar, and Uganda. The EAC free trade agreement from 1999 contains a labour provision with cooperation on employment and working conditions with an emphasis on gender equality and discriminatory law and practices.

Likewise, the labour provision of the Common Market for Eastern and Southern Africa (COMESA) agreement extends to cooperation on employment conditions and labour law.⁷⁴ Rwanda is also part of the 2000 Cotonou Agreement between EU and African, Caribbean and Pacific (ACP) countries, which reaffirms commitment to ILO's Fundamental Conventions and includes a labour provision on cooperation on various labour and social issues.

In 2005 the EAC established a customs union and in 2010 the EAC agreed to establish full common market with free movement for workers, goods, services and capital.

Freedom of association and collective bargaining is enshrined in the EAC common market in the sense that an EAC migrant worker has equal rights as a national.⁷⁵ The free movement of labour within the EAC opens up questions of how to achieve equal opportunities and equal social and labour rights for migrant workers, for example if workers can bring pensions with them across borders. On the other hand, the free movement of labour is also a source of concern in some of the EAC countries, as the countries workforces have differences in productivity and educational level (with Kenya enjoying a relatively mobile, well-educated workforce and entrepreneurship). However, the actual implementation of the economic integration have slowed down the last few years especially with regards to lifting barriers to trade and free movement of labour. Although formal tariffs are increasing abolished, trade is still challenged by non-tariff barriers and corruption.

The objective of the East African trade union movement is to safeguard workers' interests in the EAC, ensure that ILO standards are upheld and member states' labour policies are harmonized and the tripartite model is institutionalized, while the free movement of labour is promoted. The trade union

movement has reached observer status in the EAC in 2009, and along with employers' organizations they participate in ministerial summits, sectoral summits, and other summits that involve labour market issues.

However, the EAC Council of Ministers responsible of labour has not been convened for the last 3-4 years and the social agenda in EAC regional integration consequently is slow moving.

Through the EAC, Rwanda can export duty and quota free to EU since 2008, and will have to gradually remove duties and quotas from EU exports to Rwanda on most products, except the products deemed to need protection from EU imports. These include agricultural products, wines and spirits, chemicals,

Export Processing Zones

Rwanda has had an Export Processing Zone (EPZ) programme, but it was not been very successful to attract foreign investment. Rwanda has therefore begun a program of Special Economic Zones in early 2012.

Rwanda's EPZ are less competitive compared to Kenyan and Tanzanian EPZs. One of the reasons is that the country is landlocked and so it depends on Kenya's coastal port of Mombasa and Tanzania's port of Dar es Salaam to ship its goods to and from the international markets. The cost of transport from Kigali to these ports is quite high, which affects the cost of the product. It is estimated that the EPZ market is somewhat small for Rwanda. Out of the four countries that share borders with Rwanda, three of them - Uganda, Tanzania and Burundi - are in the EAC leaving

plastics, wood based paper, textiles and clothing - the products which dominates Kenya's exports to EU.

A new Economic Partnership Agreement has been concluded in October 2014 between the EU and the EAC allowing the EAC countries continued access to EU-markets for a number of commodities.

Since 2000, Rwanda has benefitted from the United States' African Growth and Opportunity Act (AGOA), which is a Generalised System of Preferences. It allows duty and quota free access for some products. Rwanda can be removed from AGOA, if the United States deems that Rwanda among other human rights issues do not seek to uphold the ILO Core Labour Standards and have acceptable minimum wages, hours of work and occupational safety and health.

Democratic Republic of Congo (DRC) the only available market for Rwanda. However, DRC is unstable, which could hinder rapid growth for Rwanda's exports.⁷⁶

Rwanda together with Kenya and Uganda has formed the so called "Coalition of the Willing" and have started to develop plans for large infrastructure projects (the Northern Corridor projects), inclusive a Standard Gauge Railway from the port of Mombassa, through Kenya and Uganda all the way to Rwanda. At the same time Rwanda collaborates with Tanzania and Burundi for the development of a Central Corridor including a railway line from the port of Dar es Salaam. The projects are being financed from expected revenues from extractive industries, following the detection of large reserves of oil and gas in the EAC countries.

References

- ¹ Calculated on the from trade union members and waged workers in [National Institute of Statistics of Rwanda, Labour Market and Economic Trends, Analysis of the EICV2 Survey, 2011](#)
- ² [ILO, Key Indicators of the Labour Market Database](#)
- ³ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ⁴ LO/FTF Council
- ⁵ www.cotraf.org
- ⁶ www.cosyli.wordpress.com
- ⁷ [ITUC, List of Affiliates, 2012](#)
- ⁸ <http://www.psf.org.rw/>
- ⁹ LO/FTF Council
- ¹⁰ [ILO, NATLEX, Loi n° 13/2009 du 27 mai 2009 portant réglementation du travail au Rwanda](#)
- ¹¹ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2011](#)
- ¹² [ILO, NATLEX, Constitution de la République rwandaise](#)
- ¹³ [ILO, NATLEX, Loi n° 13/2009 du 27 mai 2009 portant réglementation du travail au Rwanda](#)
- ¹⁴ [ILO, NATLEX, Loi n° 13/2009 du 27 mai 2009 portant réglementation du travail au Rwanda](#)
- ¹⁵ CESTRAR, Baseline Survey on the Social Dialogue Situation in Rwanda, June 2013
- ¹⁶ [ILO, NATLEX, Country Profile Rwanda, Basic Laws](#)
- ¹⁷ [ILO, NORMLEX](#)
- ¹⁸ [ITUC, Survey on Violations of Trade Union Rights, Rwanda](#)
- ¹⁹ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²⁰ [ITUC, 2012 Annual Survey of Violations of Trade Union Rights – Rwanda, June, 2012](#)
- ²¹ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²² MyWage.org, Rwanda, Salary Checker
- ²³ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²⁴ [WageIndicator.org, Wages in Rwanda, Wage Indicator Data Report March 2013](#)
- ²⁵ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²⁶ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ²⁷ [ILO, Key Indicators of the Labour Market Database](#)
- ²⁸ [ILO, Key Indicators of the Labour Market Database](#)
- ²⁹ [African Development Bank, The Middle of the Pyramid: Dynamics of the Middle Class in Africa, April 2010](#)
- ³⁰ [EATUC, Youth Employment Policies in East African States, 2011](#)
- ³¹ Institute of Policy Analysis and Research, Part 1, Evaluation of Rwanda’s youth and employment policies, 2011
- ³² [ILO, Key Indicators of the Labour Market Database](#)
- ³³ [AfDB, OECD, UNDP, UNECA, African Economic Outlook 2012, Country Note Rwanda](#)
- ³⁴ [ILO, Rural wage employment in Rwanda and Ethiopia: A review of the current policy neglect and a framework to begin addressing it, Working Paper No. 103, 2011](#)
- ³⁵ [New Times, Unlocking Rwanda’s employment puzzle, May7, 2013](#)
- ³⁶ [World Bank, World DataBank](#)
- ³⁷ [World Bank, World DataBank](#)
- ³⁸ [National Institute of Statistics of Rwanda, Labour Market and Economic Trends, Analysis of the EICV2 Survey, 2011](#)
- ³⁹ [National Institute of Statistics of Rwanda, Labour Market and Economic Trends, Analysis of the EICV2 Survey, 2011](#)
- ⁴⁰ [U.S. Department of State, Annual Country Reports on Human Rights Practices, 2013](#)
- ⁴¹ [National Institute of Statistics of Rwanda, Rwanda National Child Labour Survey, 2008](#)
- ⁴² [ILO, Accelerating action against child labour, International Labour Conference, 99th Session 2010](#)
- ⁴³ [Institute of Policy Analysis and Research, Legal and Policy Framework for Gender Equality and the Empowerment of Women in Rwanda, June 2011](#)
- ⁴⁴ [AfricanEconomicOutlook, Country Notes, Rwanda, Social Context & Human Development](#)
- ⁴⁵ [USIP, Sommer & Uvin, 2011, Youth in Rwanda and Burundi](#)
- ⁴⁶ [ILO/UNICEF/WORLD BANK, Understanding Children’s Work, Country Reports, Rwanda 2011](#)

-
- ⁴⁷ [Rwanda Labour Market Information System](#)
- ⁴⁸ [International Youth Foundation, Rwanda Labour Market and Youth Survey, 2011](#)
- ⁴⁹ [Barro, Robert and Jong-Wha Lee, April 2010, "A New Data Set of Educational Attainment in the World, 1950-2010." NBER Working Paper No. 15902](#)
- ⁵⁰ Calculation from based on [Thomas, Wang & Fan \(2001\)](#), with data sets from [Barro-Lee \(2010\)](#) and [Psacharopoulos and Arriagada \(1986\)](#).
- ⁵¹ [The World Bank, DataBank](#)
- ⁵² [AfricanEconomicOutlook, Rwanda 2012](#)
- ⁵³ [The World Bank, World DataBank](#)
- ⁵⁴ [AfricanEconomicOutlook, Rwanda 2012](#)
- ⁵⁵ [The World Bank, World DataBank](#)
- ⁵⁶ [ILO, Social Protection, Data & Indicators](#)
- ⁵⁷ [ILO, GESS, Ministry of Health, Rwanda Community Based Health Insurance Policy, April 2010](#)
- ⁵⁸ [AfDB, Shimeles, Community Based Health Insurance Schemes in Africa: the Case of Rwanda, 2010](#)
- ⁵⁹ [ILO, GESS, Global Extension of Social Security, Social Security profile, Rwanda](#)
- ⁶⁰ [ILO, GESS, Global Extension of Social Security, Social Security profile, Rwanda](#)
- ⁶¹ [National Institute of Statistics of Rwanda, EICV3 Thematic Report, Social Protection, 2012](#)
- ⁶² [ISSA/AFRICA/RSSF/RWANDA/2008, Country Profile Rwanda](#)
- ⁶³ [CIA, The World Factbook, Rwanda & The World Bank, World DataBank](#)
- ⁶⁴ [UNDP, Table 2: Human Development Index trends](#)
- ⁶⁵ [The World Bank and IFC, Ease of Doing Business 2015, Rwanda](#)
- ⁶⁶ [The World Bank, The Worldwide Governance, Indicators Methodology and Analytical Issues, 2010](#)
- ⁶⁷ [The World Bank, Country Profile](#)
- ⁶⁸ [IMF, World Economic Outlook Database, October 2013](#)
- ⁶⁹ [IMF, World Economic Outlook Database, October 2013](#)
- ⁷⁰ [CIA, The World Factbook, Rwanda, February 2014](#)
- ⁷¹ [The World Bank, DataBank](#)
- ⁷² [MIT, Observatory of Economic Complexity, Rwanda Profile of Exports, Imports and Trade Partners](#)
- ⁷³ [MIT, Observatory of Economic Complexity, Rwanda Profile of Exports, Imports and Trade Partners](#)
- ⁷⁴ [Ebert & Posthuma, ILO, ILS, 2010, Labour provisions in trade agreements: current trends and provisions](#)
- ⁷⁵ [EAC, Annex on the Free Movement of Workers, November 2009](#)
- ⁷⁶ [The Independent, Bridging trade deficit, April 16, 2012](#)