

Labour Market Profile 2018



BURUNDI

This profile is yearly updated and provides a comprehensive overview of the labour market situation in the country.

Danish Trade Union
Development
Agency

Analytical Unit



ULANDSSEKRETARIATET – DTDA
DANISH TRADE UNION DEVELOPMENT AGENCY



PREFACE

This report is divided in 11 thematic sections: trade unions, employers' organizations, tripartite structures (incl. social dialogue), national labour legislation, violations of trade union rights, working conditions, situation of the workforce (with subsections unemployment, sectoral employment, migration, informal economy, child labour, gender, and youth), education (incl. vocational training), social protection, general economic performance, and trade. Additionally, the Appendix presents data of trade unions; list of approved labour market related legislations; and a status of ratified International Labour Organisation (ILO) Conventions.

Estimations are based on data from international databanks (e.g. ILO's Key Indicators of the Labour Market (KILM) and NATLEX as well as the World Bank's World Development Indicators and Education Statistics), national statistical institutions and ministries. Information is also collected from the International Trade Union Confederation (ITUC), the U.S. Department of State, media sources (e.g. LabourStart, national news, etc.) along with trade unions centers, employers' organisations, NGOs, among others.

Several indexes such as the Global Rights Index, the Doing Business Index, the Governance Indicators, the Human Development Index and the Global Competitiveness Index are used as proxy indicators of the labour market's environment. The indexes' methodologies and the data quality can be followed by the sources' websites.

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The Danish Trade Union Development Agency (DTDA) is the Danish trade union agency for international development co-operation. It was established, under a slightly different name, in 1987 by the two largest Danish confederations: The Danish Federation of Trade Unions (LO) and the Danish Confederation of Salaried Employees and Civil Servants (FTF). The organisation activities are related to: i) to support democratic development of the trade union movements in Africa, Middle East, Asia and Latin America; and ii) to contribute to democratic development in the societies in which the unions operate.

This Labour Market Profile is prepared by DTDA's Analytical Unit in Copenhagen with support from DTDA Sub-Region Office in Tanzania in collaboration with the *Confédération des Syndicats du Burundi* (COSYBU) in terms of data collection of trade union membership.

The front page picture was from a cooperative, an organization that was propelled by Pascal Ndiwokubwayo, a 25 year-old male Burundian who started his domestic worker/cook career back in 2009 as par of 10-member nucleus. It gave birth to the Mutumba Domestic / Shepherds / Night watchmen cooperative and later on, the Mutumba Professional Domestic Workers Trade Union "Tubakiranakamwemwe (i.e. service with a smile)" since December 2014. The picture was photographed by Alain Christopher Ndayishmiy.

A wide range of other labour market profiles are available here:

<http://www.ulandssekretariatet.dk/content/landeanalyser>

Should you have questions about the profiles you can contact Kasper Andersen (kan@loff.dk), Manager of the Analytical Unit.

Address:
Ulandssekretariatet
Islands Brygge 32D
DK-2300 Copenhagen S
Telefon: +45 33 73 74 40
<http://www.ulandssekretariatet.dk/>



EXECUTIVE SUMMARY

Burundi is a post-conflict country that is struggling to ensure basic needs. Poverty remains proliferating, and there are basically no signs of a developing middle-class. It is not easy doing business in the country and the governance milieu is very fragile. Any structural transformation that could create more jobs in the formal sector has been limited and Burundi's labour productivity remains very low. In 2015, the economy entered into a recession that was triggered by political turmoil; investors have since been leaving the country and the inflation in consumer prices skyrocketed in 2017.

There are flaws on the labour market legislation in Burundi in terms of the freedom of association, right to collective bargaining and the right to strike in compliance with international standards. In practice, the regulations only cover the workers from the narrow formal sector. And very few new or updated labour market legislations were approved from 2014 to 2017.

Key characteristics of Burundian labour market are that nine out of ten are working in the agricultural sector, and even in the non-agricultural sector a large majority (77%) operate in the informal economy. The number of paid jobs in the formal sector was increasing and peaked at around 10% in 2014 in the non-agricultural sector. However, this improvement was reverted in 2016 in the aftermath of the economic downturn and western donors cutting aid, which led to firing of civil servants in order to curb the public finance deficit.

The unemployment rate is estimated to be around 1.7% in 2018 and it appears not to be a problem in Burundi. However, underemployment - i.e. people working less than full-time, in irregular jobs or in jobs inadequate with respect to their training or economic needs - is widely spread. This is mirrored in the dominance of the informal economy.

Enrolment in all levels of education has been on a rise in recent years that included in vocational training. Be that as it may, school attendance continues to be low as a consequence of limited financial resources and a decreasing quality of education. By the same token, child labour is widespread with an estimated 27% of all children being involved in child labour despite education

being compulsory between the ages of 7 and 13 years old.

Although labour market participation rates illustrate limited gender gaps in Burundi, women still face legal, economic and societal discrimination. For example, men continue to dominate the non-agricultural sector, which includes most jobs in the formal sector. Youth confronts an underdeveloped formal private sector and the civil service has a restricted wage bill, which otherwise could open up for new formal jobs.

Health social protection covers around a third of the population. This is around the Sub-Saharan Africa average, while active contributors to pension schemes remain very low at 5.2%. The latter is reflected by the narrow segment of employees in the formal sector. Progressive initiatives were launched in 2011 to guarantee a universal social protection floor. Nonetheless, it appears that progress has not been achieved, e.g. Burundi has an extremely low ranking on the Human Development Index and it is on a declining trend.

There has been some improvement in social dialogue in Burundi. First of all, the national Social Dialogue Committee is performing regularly, and during 2017 the ongoing revision of the Labour Code was effectuated through tripartite negotiations. Secondly, a Memorandum of Understanding was signed and endorsed in November 2017 by the employers' organisation (AEB) and the main trade union federation (COSYBU).

Employers represent an extremely narrow group in Burundi. During 2017, the organized employers expressed concerns regarding talents' work and residence permits; and it has been identified as an impact of the East African Common (EAC) Market Protocol.

The number of trade union members is on a rise in Burundi. In addition, the trade union density of formal employees enlarged from 12% in 2013 to 29% in 2017, as part of this are results of an improved data collection and a drop of the number of employees. Only 52% of the registered trade union members are in the formal sector: a majority of those are urban public-employee unions. Less than 10% of private-sector workers are unionised.



COUNTRY MAP



Source: Goggle



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TRADE UNIONS

The number of trade union members has been under a steady growth during the last five years in Burundi: The membership grew by 120% in the period from 2009 to 2017. Put this into numbers, around 130,000 workers are members of trade unions in 2017 (September). Only 52% of the registered trade union members are in the formal sector; of those a majority of trade unions are urban public-employee unions. Less than 10% of private-sector workers are unionised. The trade union movement is also man dominated. A quick overview of the trade union movement's status is available on Table 1.

Table 1: Trade Unions in Burundi 2017

Number of trade unions	74
Total members of trade unions	130,000
Total members of trade unions (formal)	67,000
Affiliated trade unions members from the informal economy	63,000 *
Ratio of affiliated trade union members from the informal economy to total membership	48 % *
Trade union members share of total employment in Burundi	2.7 %
Trade union members to all employees	29 %
Women member share of trade unions	15 % *

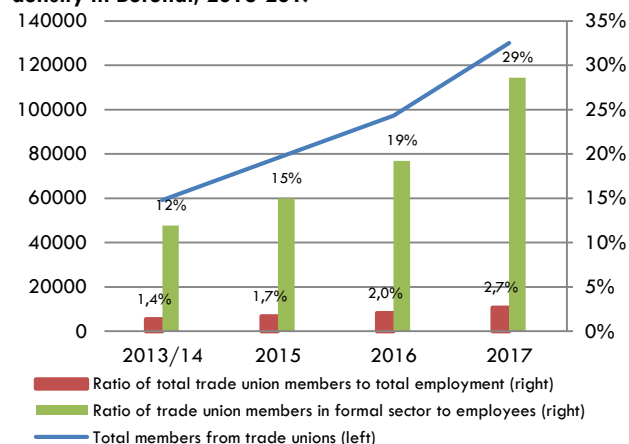
* Data and calculations cover data from COSYBU and CSB.

Source: Danish Trade Union Development Agency calculations based on data from COSYBU, Danish Trade Union Development Agency SRO and ILO.

Employment in Burundi is fragmented between a formal sector with employees (i.e. person employed for wages or salary¹) and workers from the informal economy. The former segment represents only 4.8% of total employment (see also the section: Workforce). To estimate the trade union density, it is thus useful to divide them in two different categories: i) ratio of the total number of trade union members to total employment, which includes affiliated organised workers from the informal economy; and ii) ratio of trade union members in the formal sector to employees. First, the former is quite low at 2.7% of total employment despite the fact that it actually grew by 100% in the period from 2013 to 2017. Second, the latter ratio is much higher reaching 29% in 2017. Here it is important to note that it covers only the narrow segment of the employees and it could therefore be interpreted as an overestimation of the real trade union density. Not to mention, estimations revealed a particularly high trade union density growth in 2017, which was a result of the

inclusion of members from independent unions in the calculations as well as the number of employees dropped in recent years (Figure 1, Table 1).

Figure 1: Trade union membership growth and trade union density in Burundi, 2013-2017



Note: It is assumed that members from independent unions are registered as employees from the formal sector.

Source: Danish Trade Union Development Agency calculations based on data from COSYBU, Danish Trade Union Development Agency SRO and ILO.

Table 2 shows that the trade union members' upsurge has been for workers both in the formal sector and in the informal economy. Affiliated informal trade union members still remains the largest share of members (53%); but it was declining on 3 percentage points in the period from 2013 to 2017.

Table 2: COSYBU and CSB members from formal sector and informal economy, 2013-2017

	2013/14	2017	Change, %
Trade union members (formal)	27,111	55,223	103 %
Trade union members (informal)	32,000	63,000	97 %
Ratio of formal trade union members to informal members	-15 %	-12 %	N/a

Note: No data from independent unions from 2013/14 was available.

Source: Calculations based on data from COSYBU and Danish Trade Union Development Agency SRO

In recent years, a challenge has been the establishment of government controlled rival trade unions known as 'yellow unions' (i.e. worker organisation which is dominated or influenced by an employer, and is therefore not an independent trade union). In practice, workers are harassed repeatedly by their employers until they join the



ruling party and the new organisations that have been created to weaken the trade union movement.² Overall, the trade union movement is confronting excessive restrictions on freedom of association, the right to collective bargaining and union activities (see more in the sections: Social Dialogue and National Labour Legislation).

In general, trade unions have built good working relationships with both civil society organisations and media. These unions play an active role in campaigning against policies that restrict rights and the demand for living condition improvements. This has increased trade union visibility and recognition. On the negative side, around one out of two trade union members are not paying their fee, which is related to political instability, poverty and government interference in trade union activity.

Out of 74 registered trade unions in Burundi, *Confédération des Syndicats du Burundi* (COSYBU) has 36 affiliated unions and *Confédération des Syndicale du Burundi* (CSB) has 17 affiliated unions. The remaining 21 independent unions were created by the government that are characterised as the mentioned 'yellow unions'. COSYBU is the largest organisation covering 66% of total trade union membership in Burundi (Table 3).

Table 3: Trade Union Centres in Burundi, 2017

Affiliated trade unions, members and women

Trade Union Centre	Affiliation trade unions	Total Members	Women Members
COSYBU	36	85,223	11,911
CSB	17	33,000	5,656
Independent unions	21	11,770	N/a
Total	74	129,993	17,567

Source: COSYBU and Danish Trade Union Development Agency SRO.

Confédération des Syndicats du Burundi (COSYBU)

In 1995 the national centre COSYBU broke away from the previous CSB that was originally formed in 1991. Today, CSB and COSYBU are living door by door and collaborate on many issues. COSYBU is affiliated to the International Trade Union Confederation (ITUC) COSYBU.

Membership in COSYBU was growing steady from 53,611 in 2009 to 85,322 in 2017, which equals a growth of 59%. Women cover 14% of the total trade

union members. The Transport Workers Trade Union (SYPROTAVEBU) and Teacher's Trade Union (STEB) are the strongest union in Burundi; representing 65% of all members. STEB reported in 2014 that members experienced an upward trend from 9,000 in 2011 to 25,000 in 2014, which was in part due to a national promotion of education. However, only around 20% to 25% of members are paying membership contributions. And in recent years, the education system has suffered budget cuts (see more on the section: Education). It is also worth mentioning that the affiliated National Federation of Domestic Workers (FNFD) represent 11,300 organised workers. More information about the affiliated national trade unions to COSYBU is available in the Appendix Table 25).

COSYBU managed to enter into a bipartite framework with employers' organisation, *Association des Employeurs du Burundi* (AEB) based on a memorandum of understanding signed and endorsed in November 2017. In addition, the ongoing revision of the labour code has been done at both bi-tripartite levels, which are a good sign that social dialogue mechanisms in Burundi are making good progress.

Confédération des Syndicale du Burundi (CSB)

CSB was formed in 1991 and has around 33,000 members with a women rate at 17% in 2017. The ITUC affiliates CSB.

EMPLOYERS' ORGANISATIONS

According to ILO estimations, only 0.6% of the total employment in Burundi consists of employers (see more on Figure 3). In practice, the labour market is covered by informal micro-enterprises.

The Global Competitiveness Index provides the Burundian employers' view on a wide range of aspects, including labour market efficiency. The latter is elaborated upon surveys among employers in the country. The score from these surveys ranks the labour market efficiency as 78th out of 138 countries (1st is the best). According to the respondents, some of the main issues are the paying and productivity, difficulties of retaining and attracting talents as well as reliance on professional management. On the other hand, women's participation and flexibility of wage determination have high rankings (Table 4).



Table 4: Labour market efficiency in Burundi, 2016-2017

Indicator	Rank	Value
Total	78	4.1
Cooperation in labour-employer relations	114	3.8
Flexibility of wage determination	18	5.8
Hiring and firing practices	117	3.2
Redundancy costs (weeks of salary)	68	15.9
Effect of taxation on incentives to work	108	3.4
Pay and productivity	134	2.9
Reliance on professional management	128	3.3
Country capacity to retain talent	131	2.2
Country capacity to attract talent	134	1.8
Women participation in the labour force	4	1.03

Note: Rank from 1 to 135 (1 is highest). Value is estimated: 1 = lowest, 7 = highest.

Source: [The Global Competitiveness Report, 2016-2017, 7th pillar: Labor market efficiency](#)

Association of Employers of Burundi (AEB)

In 1964 the AEB (French: *Association des Employeurs du Burundi*) was formed, mainly for employers' organisations in Burundi. The association is governed by a general assembly and a committee. A secretariat serves as the associations operations and is led by Secretary General Gaspard Nzisabira.³

The main activities of AEB are to promote the interest of the private sector on labour market issues, e.g. on issues such as vocational training and social security. The organisation participates in various meetings on national level and is consulted on labour issues, often alongside COSYBU, which includes in the tripartite National Employment Committee.

The AEB recruits the majority of its members in the private non-subsidiary sector (i.e. companies that are not owned or controlled by another company). A total 280 members are affiliated: of these 160 are from the informal economy and 120 from the formal sector. Members account for approximately 10% of companies in the non-subsidiary sector.

AEB argued in September 2017 that work and residence permits are among the major obstacles facing employers in Burundi. According to them, this was an impact of the country signing the East African Common Market Protocol (EACMP) of the East African Community (EAC), which has been effective since 2011 (see also the section: Trade). This has been related to a tax on the employment of foreigners from 2014. As part of the EACMP, Rwanda,

Uganda and Kenya have harmonized residence and work permits tax to zero, i.e. eliminated the costs of work and residence permits. It has made it easier for employers to hire qualified and competent staff that they cannot find in their home countries at a lower cost. Burundi has not yet harmonized this aspect of EACMP which does not favor Burundian entrepreneurs who have entered into competition with those other countries of the ECA and weakening regional integration.⁴

Centrale Syndicale des Employeurs du Burundi (CESEBU)

CESEBU is an organisation established by the government to represent employers at e.g. the International Labour Conference, as a rival to AEB.

CENTRAL TRIPARTITE STRUCTURES

Labour Courts

Burundi has two labour courts (French: *Tribunaux du travail*), in Gitega and Bujumbura. The labour courts consist of a president, a judge, an associate judge from trade unions and an associate judge from the employers' organisations. The labour courts are only used for solving individual cases, one handles disputes bound to the labour code; and the other handles the general status of state employees. Unions may assist members in their cases. The Labour Court system has been amended and revitalised to solve problems hampered in the previous arbitration system (i.e. no lawyers, cases skipped). Nine assistant lawyers have been appointed by COSYBU and the Court has had weekly meetings since March 2013. However, administrative and judicial procedures were still subject to lengthy delays and appeals.⁵

National Labour Council

The tripartite National Labour Council (French: *Conseil National du Travail*) is to be consulted by the Minister of Labour on various issues and when changes are made to the labour law. This includes: I) An annual review of the minimum wages; II) questions relating to work, labour and employment; III) proposals on the legislation and regulations intervening in these matters; and IV) the opinion on all questions relating to the application of the legal provisions and their economic impact.⁶



National Employment and Training Observatory (ONEF)

ONEF is established to identify priority actions including the availability and sharing of reliable and up-to-date information. This includes an ongoing dialogue to translate the youth's aspirations into employment and concrete action. In the long term, the Observatory would be responsible for proposing guidelines for the development and implementation of national employment policies to policy-makers, their partners and other stakeholders.⁷

Other bi/tripartite organs

- Commission for Minimum Salaries
- National Social Pension Fund
- National Social Protection Committee
- National Occupational Safety and Health (OSH) Fund

Social Dialogue

The Labour Code recognises the right to collective bargaining. This excludes public sector wages, though, which are set according to fixed scales following consultation with the unions. Since most salaried workers are civil servants, government entities are involved in almost every phase of labour negotiations. The main trade union centres represent labour interests in collective bargaining negotiations, in cooperation with individual labour unions. The minister of labour has the authority to designate the most representative trade union for each sector.

In late 2012, the government, employers and trade unions signed a National Charter on Social Dialogue (CNDS), setting up bi-/tri-partite committees in all sectors. This included the public and informal sector. The charter was fostered by a need for tripartite mechanism to handle different types of conflicts including labour market issues such as Occupational Safety and Health (OSH). This charter is valid with a five-year mandate.

Social dialogue committees are established to prevent and resolve conflicts in the labour market as well as other types of conflicts.⁸ The establishment of a national committee was delayed due to discussions on government interference in the appointment of trade union and employer representatives. After resolving these issues, this committee started functioning. A budget has been

allocated, a secretariat has been set up and a work plan has been adopted; including a plan for the decentralisation of social dialogue committees to sectorial and provincial levels. Overall, the committee is tripartite at national level, whereas bi- or tripartite forms can be made at other levels, depending on the nature of the sector and the problems that are to be resolved.

So far, regular quarterly meetings have been held in the national Social Dialogue Committee.⁹ In addition, a number of disputes are referred to the tri-partite Social Dialogue Committees for resolution.

Collective Bargaining Agreements

Collective Bargaining Agreements (CBAs) are also functioning institutions in Burundi. There are registered eight CBAs in 2017. These agreements are from the public education and health sector; and in the private sector, there are also a number of CBA's, e.g. in the lake/maritime transport sector between the Transport Union and the association of ship owners. Taking into account the limited data, the coverage of CBAs for employees was approximately 5.9% (Table 5). This is a fairly low number. First of all, the share of employees is a very narrow segment on the Burundian labour market constituting just 5.2% of the total employment (see Figure 3). The country is still in the initial phase of implementing their social dialogue institutions and is still confronting conflicts in labour-employer relations. Secondly, a large majority of the Burundian employment operate as own-account workers or contributing family workers in micro-enterprises, which also explains the relatively low CBA coverage.

Table 5: Status of collective bargaining agreements in Burundi

Number of CBAs	8+
Workers covered by CBAs (COSYBU)	13,711
Share of employees covered by CBA *	5.9 %

* 'Employees' are those who get a basic remuneration not directly dependent the revenue of the employer. The estimation does not include own-account workers and contributing family workers (see also Figure 3).
Source: COSYBU and Danish Trade Union Development Agency SRO.



NATIONAL LABOUR LEGISLATION

Constitution¹⁰

The 2005 Constitution recognises the freedom of association, the right to strike, fair working conditions and equal pay for equal work.

In May 2017, the government appointed 15 members to a commission in charge of proposing a draft amendment to the Constitution. This aim to let the Head of State be elected through direct universal suffrage. This includes that the prime minister, who is the head of government, will come from the elected representatives of the party in power. This proposal has been criticised to keep the current government in power as well as affecting negatively the Inter-Burundian dialogue.¹¹

Labour Code¹²

The Labour Code of 1993 (French: *Code du Travail*) established fundamental rights, the National Labour Council as well as it regulates wages, employment, labour disputes and industrial relations. Among others, the code allows the right of workers to form and join independent unions. A union must have at least 50 members. Most civil servants may unionize, but they must register with the Ministry of Civil Service, Labour, and Social Security, which has the authority to deny registration. Police, the armed forces, magistrates, and foreigners working in the public sector may not form or join unions. Workers under the age of 18 must have the consent of their parents or guardians to join a union.¹³

Although the code prohibits antiunion discrimination, it does not specifically provide for reinstatement of workers dismissed for union activity. The government does not effectively enforce applicable laws.¹⁴

The law also provides workers with a conditional right to strike if the strict conditions are met. However, it bans solidarity strikes as well as the right to collective bargaining. It excludes measures regarding public sector wages, which are set according to fixed scales following consultation with unions.

Even though the labour code refers to ILO conventions and the establishment of Occupational Safety and Health (OSH) committees, among others, only few paragraphs of the labour law have been applied in practice. By the same token, despite the Labour Code includes workers council (French: *Conseil d'entreprise*) as obligatory for any

company or establishment with 20 permanent workers or more, this is not effectuated effectively.

The labour code has not been changed since 1993, but the Burundian government announced in 2012 that the Labour Code would be revised based on funding from the World Bank. However, political and financial priorities have since shifted, and the revision process was stalled. The government recently agreed to reinstate the revision, but the initiative is now pending on funding from other sources as the World Bank programme has expired.

Modernising and bringing the Labour Code up-to-date is a priority for the Burundian trade union movement. Especially, it has been mentioned that it should address issues such as the extension of rights to informal economy workers, payment in case of termination of employment, minimum wages and OSH committees.

The Right to Organise and the Right to Strike in Civil Service Code¹⁵

The law from November 2002 established and regulates trade union rights and the right to strike. COSYBU stated that the law contains many violations on the freedom of association and right to strike.¹⁶

Other labour market legislations

Several other legislations exist that regulate, set standards and restrictions on the labour market in Burundi. ILO registered a total of 184 national labour, social security and human rights related legislations in 2017 (November). It was noted that only three new legislations were approved in the period from 2014 to 2017 (Table 6). Information on these three legislations is available in the appendix (Table 26). This shows the very few results achieved by the Burundian government in bringing labour market regulations up-to-date.

Table 6: Status of the national labour, social security and human rights related legislations in Burundi

	2014	2015	2016	2017 (Nov.)
Number of new/amended legislations	2	1	0	0

Source: [ILO, NATLEX, Burundi](#)

Observations on the labour legislation

The International Trade Union Confederation (ITUC) has a wide range of observations on the labour market legislations in Burundi. These include issues regarding the



freedom of association, right to collective bargaining and the right to strike.¹⁷ Main issues are:

- Anti-union discrimination.
- Barriers to the establishment of organisations.
- Restrictions on trade unions' right to organise their administration.
- Categories of workers prohibited or limited from forming or joining a union, or from holding a union office.
- Barriers to the recognition of collective bargaining agents.
- Restrictions on the principle of free and voluntary bargaining.
- Restrictions on the scope of application and legal effectiveness of concluded collective agreements.
- Undermining of the recourse to collective bargaining and his effectiveness.
- Limitations or ban on collective bargaining in certain sectors.
- Barriers to lawful strike actions.
- Undue interference by authorities or employers during the course of a strike.
- Undermining of the recourse to strike actions or their effectiveness.
- Limitations or ban on strikes in certain sectors.

Overall, the government places excessive restrictions on freedom of association and the right to collective bargaining and sometimes interfered in union activities. It is important to realise that most labourers work in the informal economy and are thus not protected by other than minimum wage labour laws (see also the section: Informal Economy).¹⁸

Ratified ILO Conventions

With reference to Burundi's ratification of the international labour standards, a total of 31 ILO Conventions are ratified (see also Appendix Table 27):¹⁹

- Fundamental Conventions: 8 of 8.
- Governance Conventions (Priority): 2 of 4
- Technical Conventions: 21 of 177.
- Out of 31 Conventions ratified by Burundi, 29 are in force, 1 Conventions have been denounced; 1 instrument abrogated; none have been ratified in the past 12 months.

The latest ratified Convention was the Worst Forms of Child Labour Convention (No. 182) from 2002.

TRADE UNION RIGHTS VIOLATIONS

Legal provisions undermine freedoms and actions of the trade unions. This is reflected in the Global Rights Index that registered Burundi on the worst ranking 5+ (Table 7). Stated differently, workers are confronting 'no guarantee of rights due to the breakdown of the rule of law'. Workers in countries with the rating of 5+ have limited rights that are linked to dysfunctional institutions as a result of internal conflict. The country has been on a downturn since 2014.

Table 7: Global Rights Index, Burundi ranking, 2014-2017

	2014	2015	2016	2017
Ranking	3	4	5+	5+

Note: Five clusters in total with ratings from 1 to 5. A country is assigned the rating 5+ by default, if the rule of law has completely broken down.

Source: [ITUC, Global Rights Index](#)

During the period from 2015 to 2016 (none in 2014 and 2017), ITUC registered six cases of violations of rights. These cases range from: Arbitrary imprisonment of journalist; general strikes repressed; judges' union targeted; trade union leader arrested; education trade union decimated and ultimately suspended; and the president of COSYBU arrested.²⁰

The country has a relatively high vulnerability to "modern slavery", i.e. debt bondage, forced marriage, and sale or exploitation of children, human trafficking and forced labour. Burundi was ranked as 69 out of 167 countries on the Global Slavery Index in 2016. There was an estimated 71,400 persons (0.6% of the population) living in modern slavery.²¹ Furthermore, it was noted that the government has a limited response to "modern slavery". Among others, it is related to a limited criminal justice framework, inadequate coordination or collaboration mechanism, and few protections for those vulnerable to "modern slavery", according to the Global Slavery Index. It should be mentioned that this index should be interpreted with reservations.²²

During 2017, the violations and abuses of human rights were reported to be happening on a 'worrying scale'. First of all, the government decided to withdraw from the



Rome Statute of the International Criminal Court, suspending cooperation and collaboration with the Office of the UN High Commissioner for Human Rights (OHCHR). Second, the government refused cooperation with the commission of inquiry mandated by the Human Rights Council just as avoided signing a document with the African Union that would allow human rights observers and military experts to be deployed, to aid Burundians.²³

WORKING CONDITIONS

The large majority of workers operate in the unregulated informal economy in Burundi and are therefore largely unprotected by the labour law, although they are included in minimum wage. In reality, however, Burundi does not have an official minimum wage with the latest minimum wage update being from 1988. Thus, there is no mandatory minimum rate of pay for workers in Burundi. Instead, pay rates are agreed directly between worker and employer through collective bargaining or other means of negotiation. Some sources have registered that the market-based informal minimum wage for unskilled workers was reached at 78,000 Burundian Franc (BIF) (US\$45) per month in 2015, which equalled an increase of 20% since 2014. In several years, a rural minimum wage including lunch was set at 26,000 Burundian Franc (US\$15.1) per month (see more on Table 8).

Table 8: Wages and Earnings in Burundi, Monthly Mean and Legal Minimum Wages

	Burundian Franc (BIF) Current	US\$ Current
Median wage (2009) *	93,990	77
Official Minimum wage (1998)		
<i>Rural area</i>	2,730	1.6
<i>BDI Bujumbura</i>	4,160	2.4
Informal minimum wage for unskilled workers (Bujumbura) (2015)	78,000	45.3
Minimum wage, plus lunch (rural)	26,000	15.1
Ratio minimum wage to value added per worker (2017)	0.1 **	
Growth of the informal minimum wage for unskilled workers (2014-2015)	20 %	

* Median wage is the middle number in a set of mean nominal labour cost per employee by economic activity.

** Ratio of minimum wage to value added per worker denotes the minimum wage share of labour productivity.²⁴

Source: [Wage Indicator](#); [ILO ILOSTAT](#) and [U.S. Department of State, Country Reports on Human Rights Practices for 2016, Burundi](#); and [World Bank, Doing Business, Labour Regulation in Morocco](#)

At least three out of five (62%) Burundians are living below the poverty line, receiving a daily wage of US\$0.5 in urban areas and US\$0.38 in rural. Other estimations reveal that workers in the informal economy, which covers at least 90% of the labour force, reach 2,500 to 3,000 francs per day (US\$1.52 to US\$1.82) on average in Bujumbura and from 1,000 to 1,500 francs per day (from US\$0.61 to US\$0.91) in the rest of the country.²⁵

In 2013, a tax reform was passed in Parliament, introducing taxation on higher earning officials and dignitaries while softening taxation on those with lower incomes. Ordinary people face a raised limit for taxation. Before, any income above 40,000 BIF monthly (US\$26) was subject to taxation. Now the limit has been raised to 150,000 BIF (US\$100) monthly. For income exceeding 150,000 BIF monthly, taxation is progressive. Ordinary civil servants earn 150,000 BIF per month. The reform thus affects many. For higher dignitaries the salaries and allowances reportedly have been increased to compensate the imposed taxation.²⁶ Furthermore, the Burundian government has started in 2018 'taxing' salaries of civil servants in order to fund the next general elections slated for the year 2020. In this very controversial initiative, workers are losing 10% of their monthly earnings into a fund set aside to ensure polls hold despite a withdrawal of international donor support.

Around 10% of workers had paid employment in the non-agricultural sector as their main activity in 2014, compared to less than 5% in 2008.²⁷ However, the economy went through a downturn in recent years which caused the government to cut civil servant salaries by 25% in 2016. This triggered a considerable decline in public services with a negative impact such as: i) a lack of medicine and vaccines; ii) insufficient school materials; iii) the non-admission of 80,000 pupils who had been due to begin secondary education; and iv) pockets of famine in certain regions.²⁸

The Labour Code limited working hours to eight hours per day and 40 hours per week. A brief overview of the working conditions in Burundi is available in Table 9. What is also important to realise is that the informality of



Burundi's labour market is mirrored by that virtually no informal workers have written employment contracts, and the government's failure to effectively implement and enforce labour laws and regulations that would in any way discourage exploitation.²⁹

Table 9: Working Conditions in Burundi

Fixed-term contracts prohibited for permanent tasks	No
Maximum length of a single fixed-term contract (months)	No limit
Maximum number of working days per week	6.0
Premium for night work (% of hourly pay)	35 %
Premium for work overtime work (% of hourly pay)	35 %
Paid annual leave (average for working days with 1, 5 and 10 years of tenure)	21
Minimum length of maternity leave	84 days
Receive 100% of wages on maternity leave	Yes
Five fully paid days of sick leave a year	No
Unemployment protection after one year of employment	No

Source: [World Bank, Doing Business, Labor Market Regulation in Burundi](#)

WORKFORCE

The Burundian population is growing by as much as 3.1% per year in what is already one of the world's most densely populated countries.³⁰ The total population reached 11.5 million persons in 2016. The degree of urbanisation (i.e. the share of urban population in the total population of a country) has risen from 9.6% in 2006 to 12% in 2016.³¹ This remains relatively low in comparison with many other sub-Saharan Africa countries, though.

The country has a very high employment-to-population ratio in comparison with the East Africa and the World (low income, averages). First of all, around 5.0 million are estimated to be in employment in 2018 which covers four out of five (82%) of the working age population. Second, women have a higher employment-to-population ratio than men in Burundi. Since Burundian men's ratio is basically in par with the regional average, the high total employment-to-population ratio is lifted up by women as active on the labour market (see more on Table 10).

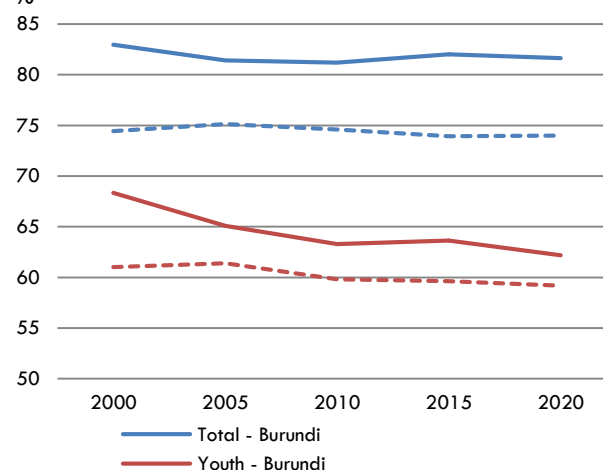
Table 10: Employment-to-population ratio, Age and Sex distribution, 2018

Sex	Age		Burundi	Eastern Africa
Men & women	Total	15+	82 %	74 %
	Youth	15-24	63 %	59 %
Men	Total	15+	81 %	79 %
	Youth	15-24	60 %	62 %
Women	Total	15+	83 %	69 %
	Youth	15-24	66 %	56 %

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Since 2000, the Employment-to-population ratio has stayed relatively steady at on average 82%, and it continues to hover above the regional average. The youth ratio was dropping during the noughties, but stayed more stable in the beginning of the 2010s. However, estimations suggest it will slowly decline towards 2020. This change among youths is related to an upsurge in enrolment in education on all levels (Figure 2; see also the section: Education).

Figure 2: Estimations and projections of the employment-to-population ratio, Burundi and Eastern Africa (EA), 2000-2020, %



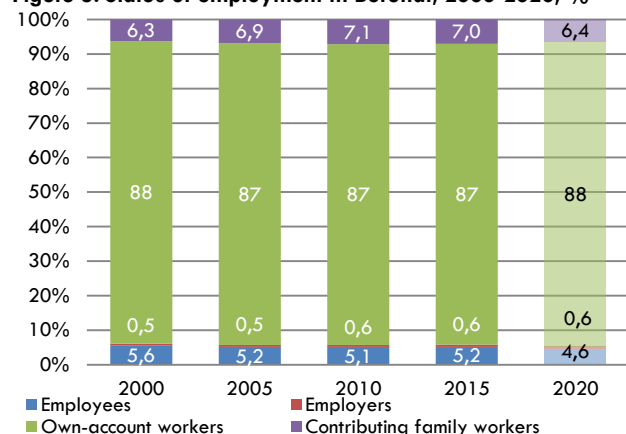
Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

During the last decades, no real structural change regarding the status in employment has occurred in Burundi. Employment is still concentrated among 'own-account workers', i.e. self-employment and not engaged as 'employees' on a continuous basis,³² that covers around 87% of the total employment in 2018. 'Contributing family workers', i.e. self-employment in an establishment operated by a related person, is the second largest category, but remains largely informal compared to the



more formal 'employees' (i.e. get a basic remuneration not directly dependent the revenue of the employer) (Figure 3). It is important to realise that the rate of employees appears not being increasing, which suggest that the workers will largely continue to be operating in the informal economy (see more on the section: Informal Economy).

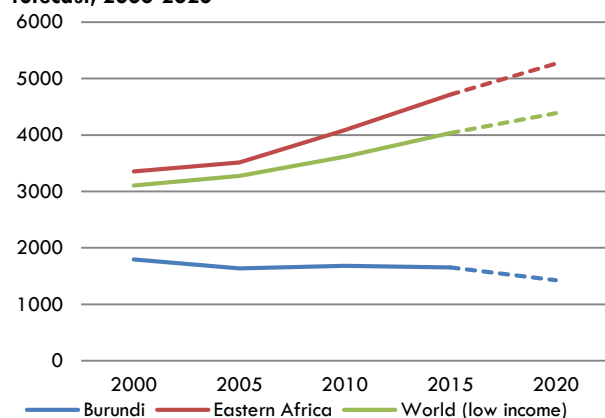
Figure 3: Status of employment in Burundi, 2000-2020, %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Growth in labour productivity has stalled in Burundi, and the productivity levels are far below both the Eastern Africa and World (low income) averages. This is related to labour mainly being concentrated in the subsistence agriculture with yields 20% to 40% lower compared to neighbouring countries. By the same token, erosion, land pressure, climate change, land conflicts and lack of capital are the main obstacles to agricultural modernisation in Burundi.³³

Figure 4: Labour productivity trend, output per worker with forecast, 2000-2020



Note: Labour productivity is estimated as output per worker (GDP constant 2011 international \$ in PPP).

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

The private sector is narrow and dominated by micro-enterprises in the informal economy. About 3,000 formally registered firms employ 37,000 workers.³⁴ The firms are mostly micro and some small and medium-sized enterprises; and they rarely have the resources needed to expand and modernise their activities.

Unemployment

Unemployment appears to be very low in Burundi, but it is hidden in underemployment. Estimations point towards a total unemployment at 1.7% and 3.1% among the youth in 2018. This is much lower than the Eastern Africa averages (Table 11). This is mainly the informal economy that created impetus to job creation so as to reduce unemployment.³⁵

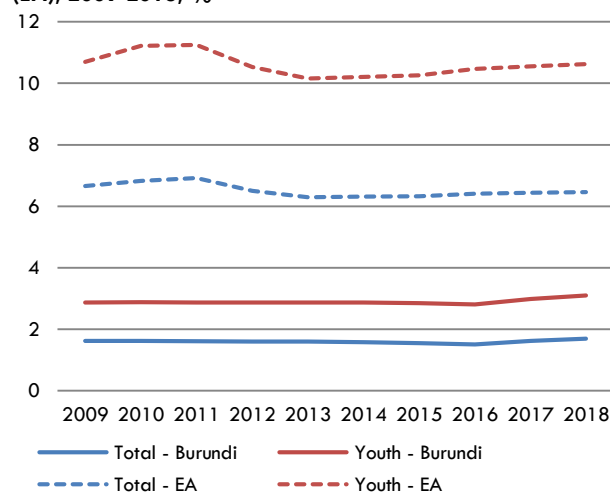
Table 11: Unemployment in Burundi and the Eastern Africa, 2018, %

	Sexes	Burundi	Eastern Africa
Unemployment	Total	1.7 %	6.5 %
	Men	1.4 %	5.2 %
	Women	2.0 %	7.9 %
Youth Unemployment (15-24 years old)	Total	3.1 %	11 %
	Men	3.0 %	9.4 %
	Women	3.2 %	12 %

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

The unemployment rates in Burundi have been stable, and without any major changes during the last decade (Figure 5).

Figure 5: Unemployment rates in Burundi and Eastern Africa (EA), 2009-2018, %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

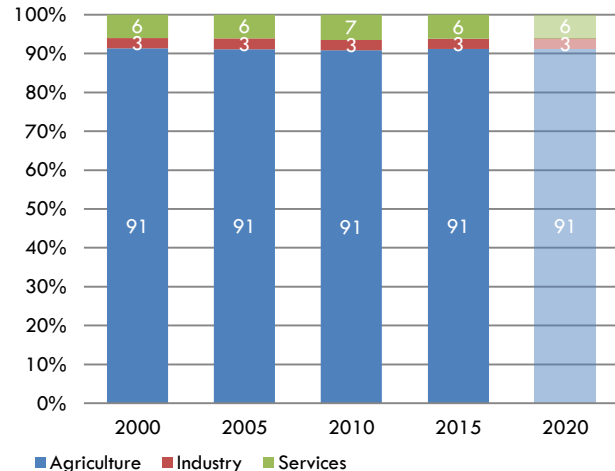


Interpretation of the standard unemployment rate is misleading in a country like Burundi. First of all, no unemployment protection scheme is available and only few jobs are available in the formal sector. Instead workers must find any sort of work as a survival strategy, and just like in neighbouring countries, many Burundians find casual and informal work. Thus, the issue is the phenomenon of underemployment, i.e. over-qualification, involuntary part-time, and over-staffing or hidden unemployment. No data is available on this aspect, but taking into consideration the high predominant agricultural sector and informal economy suggest a quite high underemployment rate. As a proxy indicator, a neighbouring country like Rwanda has an underemployment rate at 32%.³⁶

Sectoral Employment

Agriculture is the backbone of the employment in Burundi while the industrial and service sectors are very narrow (Figure 6). Put into numbers, this means that around 4.6 million (91%) are working in the agricultural sector, 133,000 (3%) in the industrial sector and 316,000 (6%) in the service sector in 2018. Estimations suggest that this employment per sector will stay this way in the coming years. However the urbanisation rate has been on a rise, which could push employments towards service and industry jobs in urban areas.

Figure 6: Employment by aggregate sector in Burundi, 2000-2020, %



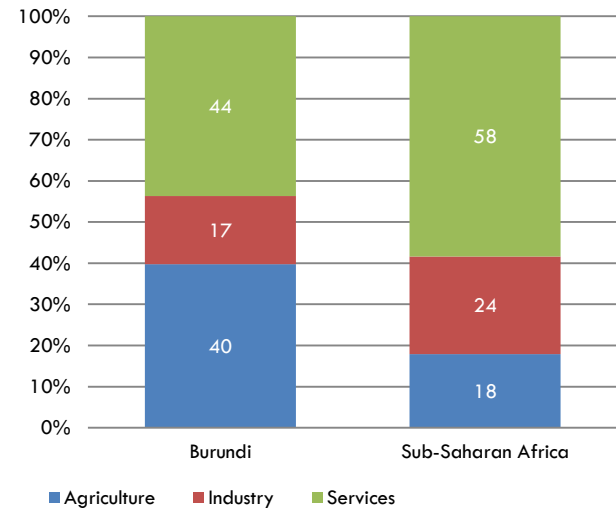
Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

In contrast to the ILO estimations presented above, other recent data suggest that more changes are occurring

regarding the aggregate sector employment. Although the non-agricultural sectors remain small, more workers are moving towards them. This change was demonstrated by a growth from 9% in 2008 to 16% in 2014,³⁷ which in part is due to the internal migration flows, according to World Bank data.

It is thought-provoking to compare the aggregate sector employment to the value added per sector to the Gross Domestic Product (GDP). Data of the very narrow employment in the industrial and service sectors suggest that they contribute with 17% and 44% of the value added respectively. This indicates that these sectors are very productive in comparison to the Burundian agricultural sector. Even though nine out of ten work in the agricultural sector, it contributes with just to 40% of the value added to the GDP. It points towards a weak agricultural sector that needs investment to increase its productivity. It is also noteworthy that the sector value added to GDP in the country is diverging from the regional averages, the latter by 18% in the agricultural sector, 24% in industry and 58% in service sector (Figure 7).

Figure 7: Sector value added in Burundi and the sub-Saharan Africa (SSA), % of GDP, 2016

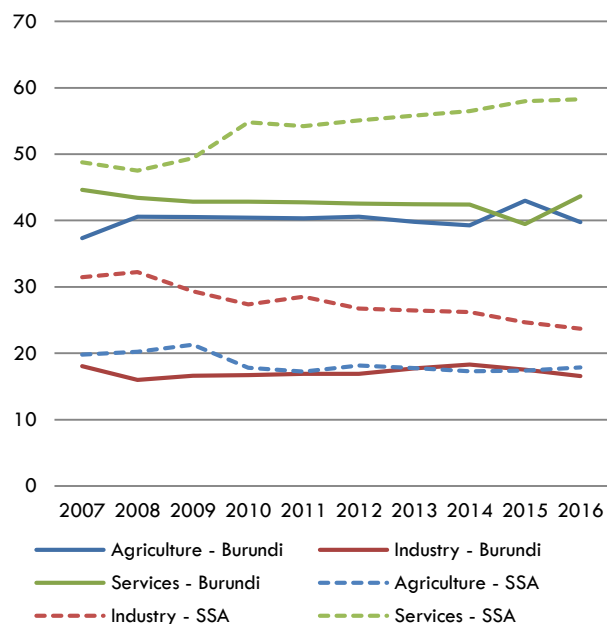


Source: [World Bank, World Development Indicators](#)

Looking at the value added per sector from the last decade, the data reflects that the value added of GDP has not gone through any structural transformation during the last ten years (Figure 8).



Figure 8: Sector value added in Burundi and the sub-Saharan Africa (SSA), % of GDP, 2007-2016



Source: [World Bank, World Development Indicators](#)

Jobs in sectors such as mining extraction, industrial transformation, construction, and even retail and wholesale trade, have all declined in recent years, even though those sectors are an important source of income for households. This shows that the economy confronts various constraints, including low investment, high production costs combined with a low-skilled labour force and an unattractive business environment (see also the section: General Economic Performance).³⁸

Migration

Burundi has experienced a high influx of migrants from neighbouring countries during the 2000s. This was mainly related to a return of a least half a million forcibly displaced refugees in the aftermath of the country's conflicts between the two main ethnic groups (Hutus and Tutsis) from 1993 to 2006, and less of labour migration. The migration flow has since changed, though. Now more migrants are leaving than entering the country. With this in mind, the personal remittances received do not contribute much to the country's economy and it remains lower than the sub-Saharan Africa average (Table 12 and Figure 9).

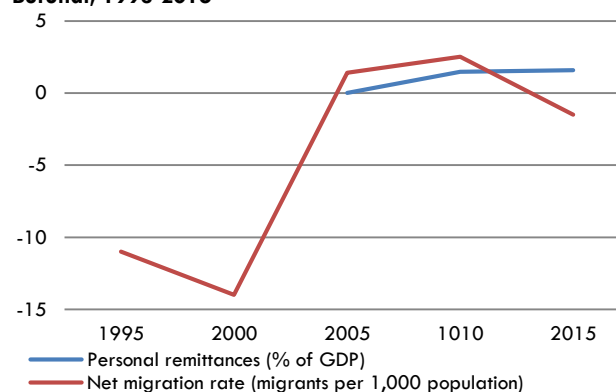
Table 12: Status of migration

Net number of migration (2015)	Burundi	-70,000 *
Net migration rate	Burundi	2.52 **
	SSA	-1.48 **
Personal remittance (received), % of GDP (2012-2016, av.)	Burundi	1.6 %
	SSA	2.4 %

* Net migration is the net total of migrants during a period, i.e. the total number of immigrants less the annual number of emigrants, including both citizens and non-citizens. ** Migrants per thousand population.

Source: [World Bank DataBank](#) and [KNOEMA](#)

Figure 9: Net number of migrants and personal remittance in Burundi, 1993-2016



Source: [World Bank DataBank](#) and [KNOEMA](#)

It is worth mentioning that these returnees are more likely to engage in agricultural activities for subsistence and therefore have a low income. A study has indicated that restrictions on economic activities while abroad resulted in high levels of inactivity while in displacement and that there as consequence is risk of potential deterioration of skills.³⁹

One challenge is that the Burundi is one of the African countries that are least able to hold on to its talents and skilled workers.⁴⁰ The Burundi government launched initiatives during 2017 to curb this 'brain drain', which includes imposing some restrictive measures to reduce the scholarships granted by some countries and organisations.⁴¹

The overall population is growing and urbanisation is increasing in Burundi. This is due to internal migration from rural to urban areas. Many of the rural-urban migrants, especially youths, are looking for better income



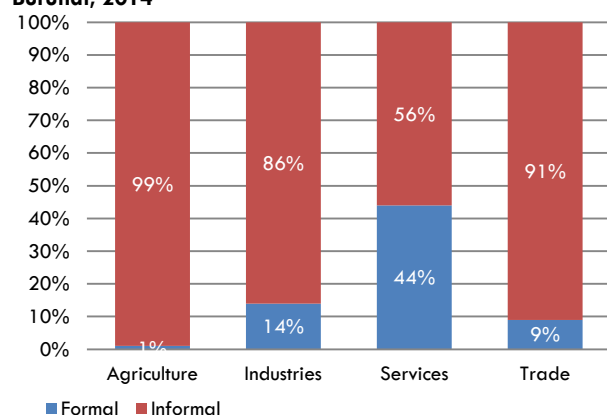
possibilities in the cities. However, the formal sector does not create a sufficient amount of decent jobs and most therefore enter into the informal economy or leave the country. Burundian households headed by migrants are more likely to have more financial means than non-migrants due to migration costs. Many migrant women become self-employed.⁴²

Informal Economy

Burundi's economy is subjugated by the informal economy and it is on a rise. This is one of the main structural challenges of the Burundian labour market as access to decent jobs in the formal sector is limited as well as the weak application of labour regulations that protect workers.

Based on the latest survey on the living conditions of households in Burundi (ECVM-2014), estimations suggest that informal work dominates in all sectors, accounting for 96% of the total number of jobs.⁴³ Informality is almost the norm in the agricultural sector. Both the industry and trade sectors are also highly dominated by informal employment. The situation is more balanced with regard to the service sector (Figure 10); and formal employment is strongly dominated by this sector, which account for 68% of total formal employment. However, the employment in the service sector covers just 6% of the total employment.

Figure 10: Workers in formal and informal employment in Burundi, 2014



Source: [World Bank, Évaluation de la pauvreté au Burundi, November 2016](#)

Even in the non-agricultural sector the informal economy is dominating. Even when including both the public sector

and the formal private sector employees, around three out of four (77%) of the workers are working informally in the non-agricultural sectors (Table 13), which is a high proportion even for sub-Saharan Africa.

Informality is high among firms and it is these that create the majority of jobs in the country. Most of these are micro and small agri-food businesses geared towards the local market.⁴⁴ Overall, only 3.3% of enterprises are formal in the country.

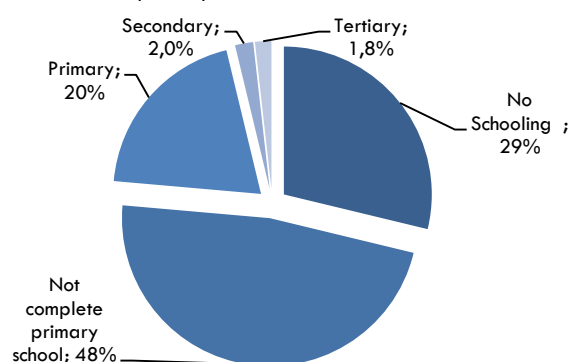
Table 13: Status of informal economy in Burundi, 2014

Non-agricultural employment in informal economy	3,528,030
Ratio of informal employment to total non-agricultural employment	77 %
Ratio of informal employment to total labour force, including agriculture workers	96 %
Men/women participation in the non-agricultural informal employment	71% / 29%

Sources: [World Bank, Évaluation de la pauvreté au Burundi, November 2016](#)

Low education levels in Burundi have also kept many workers in informal work. More than three-quarters of those in informal employment in the non-agricultural sector do not have basic education and less than 3.8% have been able to continue education beyond the primary level (Figure 11; see also the section: Education).

Figure 11: Non-agricultural informal employment on education level, 2014, %



Source: [World Bank, Évaluation de la pauvreté au Burundi, November 2016](#)

Associations have been formed to represent informal workers. These associations are within the areas of: drivers, street vendors, hairdressers, construction workers, domestic workers, and agricultural workers. Trade unions



have targeted informal economy associations directly and this has resulted in a high member increase in recent years: Members from the informal economy rose from 32,000 members in 2013 to 62,000 in 2017, which equals an increase of 97%.⁴⁵

The government's aim is to expand the tax base by encouraging the integration of the informal economy into the formal economy. However, Burundi has very little regulation in place in terms of tax registration for micro-retail businesses and franchising.

Child Labour

Child labour is widespread in Burundi. A key issue is the prevalence of extreme poverty in a majority of the Burundian households. Laws and regulations related to child labour have gaps, and are not adequate to protect children from child labour while the educational system has low school enrolment coverage (see also the section: Education).

The Labour Code prohibits work by children under the age of 16 in public and private enterprises. However, the code's minimum age protections do not apply to children outside of formal employment relationships, and as previously demonstrated, a large majority have their daily lives in the informal economy.

Even though education is compulsory for six years, between the ages of 7 and 13, the risk of children's involvement in child labour remains high due to high poverty rates and low school enrolment. On the positive side, a promotion of the 'Back to School' campaign in 2016, which provides teaching and learning materials to schools, improves the possibilities of eliminating child labour (see also the section: Education).

An estimated 27% of all children in Burundi are engaged in child labour. This is in line with the child labour rate of the sub-Saharan Africa average (Table 14). Point often overlooked is that data on the worst forms of child labour are difficult to obtain given the often hidden or illegal nature of the worst forms. Actually the latest Demographic and Health Survey from 2010-2011 revealed that almost all children aged 5-14 did some work, the vast majority (67%) working for 4 hours or more per day: 80% of children went for water or wood; 60% did domestic work;

21% worked on land or in family business and 7% worked for an employer outside the family.⁴⁶

Table 14: Working Children Proportion of all Children in Age Group

Region	Year	Type	Proportion
Burundi (age 5-14)	2010	Child labour	27 %
Sub-Saharan Africa (age 5-17)	2008	Children in Employment	33 %
		Child Labourers	25 %
		Hazardous Work	15 %

Note: 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.

Source: [Enquête Démographique et de Santé Burundi 2010, Rapport Final, 2012](#) and [ILO, Accelerating action against child labour, International Labour Conference, 99th Session 2010](#)

Many children in rural areas are regularly employed in manual labour during the day in the agricultural sector. They are often forced to carry heavy loads and otherwise use machines and tools that could be considered dangerous. They also herd cattle and goats, which expose them to harsh weather conditions and force them to work with large and/or dangerous animals. Many children worked in the informal sector, such as in family businesses, selling in the streets, and working in small local brickworks.

In urban areas, many children are operating as domestic servants, and the children are often isolated from the public. Some are not receiving pay for their work, but only lodge and food. Child domestic workers can be forced to work long hours. Not to mention, children and young adults are often coerced into forced labour on plantations or small farms in the south, small-scale menial labour in gold mines, carrying river stones for construction, or engaging in informal commerce in the streets of larger cities.⁴⁷

Gender

Although key statistical labour indicators suggest that the gender gaps limited in Burundi (Table 15), women still face legal, economic and societal discrimination. An example of this is an inheritance law that gives women better access to land ownership, but this has only slowly been adopted.⁴⁸ The same goes for compensation where



women must receive the same pay as men for equal work, this is often not applied. On the positive side, gender equality is gradually being mainstreamed in various sectors in the country and good practices exist.⁴⁹

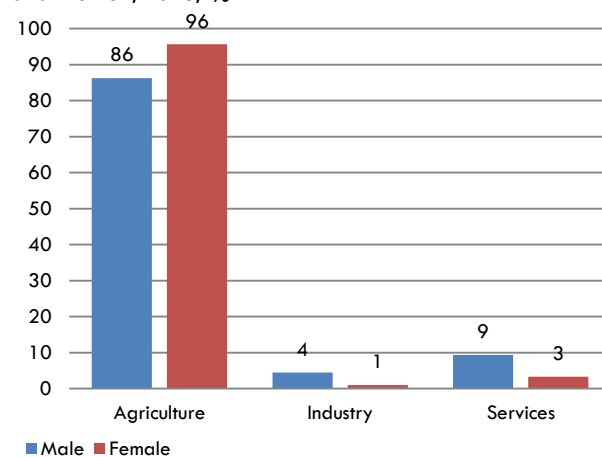
Table 15: Gender gaps among workers in Burundi, 2009-2018, Age 15+, % in total labour force

Participation rate	Men	Women	Men/women, percentage point
2009	80 %	82 %	. 2 %
2018	82 %	83 %	- 1 %
Change, percentage point	2 %	1 %	N/a
Unemployment rate	Men	Women	Men/women, percentage point
2009	1.3 %	1.9 %	- 0.6 %
2018	1.4 %	2.0 %	- 0.6 %
Change, percentage point	0.1 %	0.1 %	N/a

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Another key point is that women are mostly working in the agricultural sector in Burundi; only few in the industrial or service sectors. Men are likewise mostly working in the agricultural sector, but with slightly more presence in the latter two sectors (Figure 12). Similar data from 2014 revealed that 92% of women were working in agriculture and 8% in non-agriculture while they were 75% and 25% among men.⁵⁰ Stated differently, men are dominating the non-agricultural sector where most of the formal sector employment is present. This is a reflection of cultural issues in terms of the division of labour by gender: Women's primary duties are child care, household chores, and agricultural work in rural zones. Few women are represented in businesses and at any level of government: Among the 3,000 registered formal-sector firms, only about 16% are run by women.⁵¹ Estimations suggest that women run 70% of informal traders.⁵² Not to mention, the public administration procedures for recruitment and promotion are not generally gender-responsive.⁵³

Figure 12: Employment by aggregate sector in Burundi, Men and women, 2018, %



Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

A gender-based violence law has been adopted, and women's participation in national and local decision-making has seen considered as a remarkable progress.⁵⁴

COSYBU is collaborating with the East African Trade Union Confederation (EATUC) in matters of the East African Community, to promote gender equality, both within the labour movement and in Burundi.⁵⁵

Youth

It is not easy for youths to enter the more productive formal sector on the labour market. The high population density in Burundi has created pressure on available land. This leaves many young people with few opportunities, and they most often get precarious and short-term tasks. Although many still live in rural areas, there are numerous seeking other job opportunities in urban areas. The number of formal jobs remains a very low. Also, some youths are neither in employment, education or training (Table 16). Most are in the precarious jobs in the informal economy. They are then not statistically unemployed, but instead most are often in underemployment (i.e. not having enough paid work or not doing work that makes full use of their skills and abilities).

Table 16: Share of youth not in employment, education or training (NEET) in Burundi, 2014

Total	Men	Women
6.2 %	6.4 %	6.0 %

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)



Research suggests that young Burundians seek more opportunities through education and rural-urban migration.⁵⁶ However, young graduates have difficulties finding decent work; and in Bujumbura unemployment tends to rise with the level of educational attainment.⁵⁷ Second, many young people prefer to have a regular salary to setting up their own business, but it is not easy doing business in the country (see also Table 22).

Currently, a challenge is that the youths entering into employment are confronting an underdeveloped formal private sector. Even the civil service sector has a restricted wage bill, which makes it financially difficult to open up for new formal jobs for youth employment. By the same token, employers are reluctant to take employees with no previous experience. These aspects, along with the strong population growth, reflect how an imbalance between supply and demand of labour is scarring the labour market increasingly year by year.

The Government has worked on a national youth employment strategy as well as intensifying support to entrepreneurs and the modernisation of agriculture as a source of youth employment in rural and peri-urban areas. There are plans to create a national volunteer service program whose principal goal will be to offer youths from secondary technical schools or young university graduates job experience.⁵⁸

EDUCATION

Burundi has gone through a fast increase in school enrolment on all levels, except for female admission into tertiary education which has stalled. This change has been reflected by an increase in youth's literacy rate of 34 percentage points in the period from 2000 till 2015, where it peaked at 88%.⁵⁹

In the aftermath of the armed conflict lasting from 1993 to 2006, the government started implementing free but mandatory primary education in late 2005. This resulted in drastic increases in net enrolment in primary school from 56% in 2005 to 72% in 2006, increasing even further to 95% in 2014. It was noted that this net enrolment in primary school experienced a slight drop in 2015, but it is still hovering far above the sub-Saharan Africa average (Figure 13).

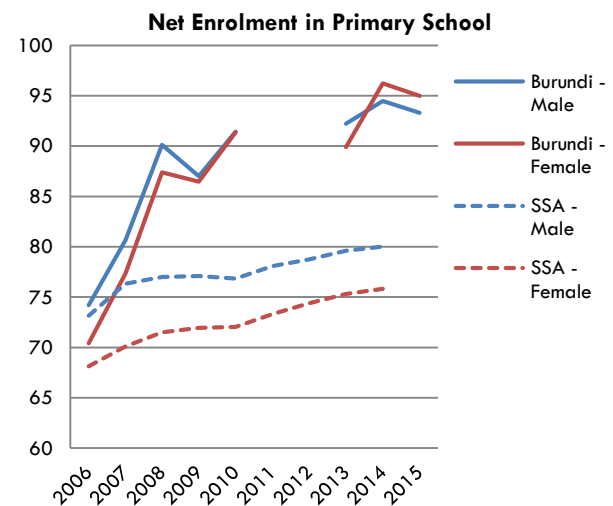
In recent years, the education sector ran into significant budget cuts as a negative impact of the economic downturn (see section: General Economic Performance). On the positive side, the government completed a 'Back to School' campaign in 2016 to provide teaching and learning materials to 32,000 teachers and to promote equitable access to and retention in school for around 2.6 million students in basic education.

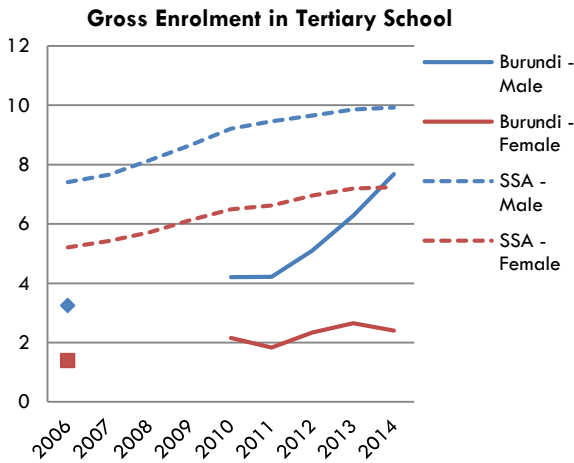
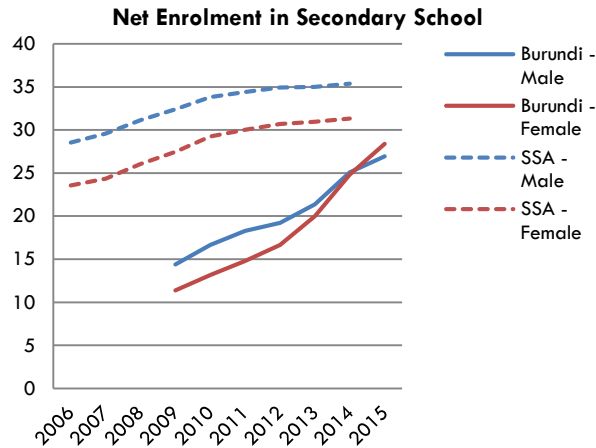
In primary education, females are slightly more enrolled than males. But, as an illustration, these enrolment rates are very high taking into consideration that the high prevalence of child labour in the country. This is related to that the recorded enrolment rates do not reflect the school attendance. Regarding the latter, only 16% have completed primary school in 2014 which is a consequence of limited resources and a decreasing quality of education. In secondary education, the enrolment has likewise been on a fast increase for both sexes and they are getting closer to the regional averages. Another interesting observation is that males are experiencing an upsurge in gross enrolment in tertiary school levels while that is not happening for females.

Overall, education at all levels still suffers from a lack of qualified teachers, teaching materials, and adequate infrastructure. Disparities in education outcomes due to gender and regional differences are also significant.

Figure 13: Enrolment in Primary Secondary and Tertiary schools, 2006-2015

Male and Female, Burundi and the sub-Saharan Africa (SSA), %





Note: 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.

Source: [World Bank, Education Indicators](#)

Vocational training

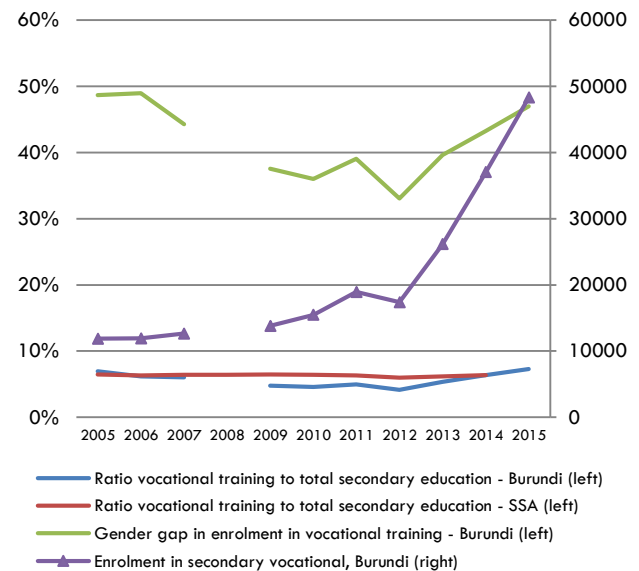
The number of students in vocational training has gone through a fast increase in enrolment during the last decade, but this sector is struggling to improve in both qualitative and quantitative terms regarding skills development. Relatively few students gain a formal qualification or improve their employability as the training does not match the needs of the labour market, and they are still insufficiently prepared for self-employment.⁶⁰

Burundi has 104 professional vocational schools. A National Committee on Employment and a Committee on

Job Perfection (skills development/on-the-job capacity building) were set up in late 2013.

Data reveal that the enrolment in vocational training actually increased by 305% in the period from 2006 to 2015. A fast upsurge of students happened after 2012 and onwards. This followed the previously mentioned increase in enrolment in secondary education. It also followed the ratio of vocational training to total secondary education that stayed stable along with the region average. It was noted that the relatively number of women in vocational training was dropping significantly from 2005 to 2012; but the gender gap was fast reducing and it was getting close to reach a gender parity of 50%/50% in 2015 (Figure 14).

Figure 14: Vocational Training in Burundi and the sub-Saharan Africa (SSA) trend, 2005-2015



Source: [World Bank, Education Indicators](#)

The number of teachers also grew fast although there are slightly more students per teacher, i.e. the ratio of vocational training students to one teacher increased from 13 in 2006 to 15 in 2015. Overall, Burundi continues with lower enrolment ratios in vocational training as a proportion of secondary education as well as the enrolment among 15-24 year olds compared to the regional averages (see more on Table 17).



Table 17: Status of Vocational Training in Burundi and the sub-Saharan Africa (SSA), 2006-2015

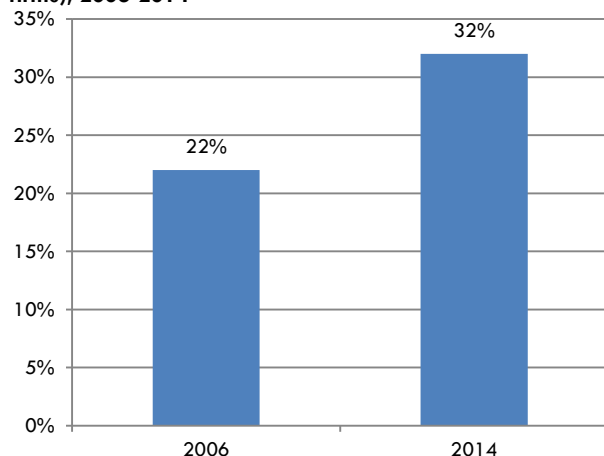
Burundi	2006	2015
Enrolment in vocational training, total	11,912	48,297
Teachers in secondary vocational education	929	2,407 *
Comparative estimations	Country/region	%
Secondary education, vocational pupils (% women)	Burundi	47 %
	SSA	40 %
Ratio of pupils in vocational training to all pupils in secondary education **	Burundi	5.8 %
	SSA	6.2 %
Ratio of pupils in vocational training out of 15-24 year olds **	Burundi	1.4 %
	SSA	2.0 %

* Year: 2014. ** Year: 2011-2015 average.

Sources: [World Bank, Education Statistics](#)

Albeit relatively few formal firms are present in Burundi, it has been noted that more are offering formal training, so far peaking at 32% in 2014 which was an increase by 10 percentage points compared to 2006 (Figure 15).

Figure 15: Firms offering formal training in Burundi (% of firms), 2006-2014



Source: [World Bank, Enterprise Surveys](#)

In terms of jobseeker's concerns, their training is often inadequate and is too theoretical which negatively affects entrepreneurial spirit, creativity and short-term gains of vocational training. This signals a problem for the quality of the labour force, and includes youth in underemployment. As in many other developing countries, lacking quality vocational is a major problem, and it is a structural reason for the high youth underemployment.

SOCIAL PROTECTION

The government adopted a National Social Protection Policy in 2011 that aimed to progressively guarantee a universal Social Protection Floor, i.e. a gradually introduction of a basic and modest package of social security guarantees.⁶¹ Still few Burundians are protected both in health and pension protection schemes.

The main contributory social protection programmes in Burundi is the National Social Security Institute (INSS) for the public sector. This provides old age pension, disability, life insurance and work injuries, with 3% of salary paid by the employee and 4% paid by employer.⁶² Another is the mutual fund for sickness and maternity insurance scheme (MFP) for public employees, with 4% of salary paid by the employee and 6% paid by employer. In addition, the National Pension and Works Place Insurance Service (ONPR) cover civil servants, magistrates, and judicial officers.

National Social Protection Policy holds provisions for mutual health insurance schemes for private sector (pension and professional risk/injury). The first scheme opened up in May 2014. It was an initiative by AEB and it covers about 45 companies with over 7,500 workers.⁶³ Contributions are paid by workers (4%) and the employers (6%). While the data available is limited, it seems as if the government increased its expenditure on overall social protection, reaching 5.3% of GDP in 2010, which remains higher than the regional average. Close to one out of three (29%) in the population were covered by health social protection in 2010. On the negative side, the government expenditure in health has been on a decreasing trend in spite of the population growth (Table 18).

Table 18: Status of social protection in Burundi and the sub-Saharan Africa (SSA), 2010

Indicator	Measure	Burundi	SSA
Total social protection expenditure	% of GDP	5.3 %	4.3 %
Public health care expenditure	% of GDP	3.3 %	2.6 %
Health social protection coverage	% of total population	29 % *	25 %**
Trends in government expenditure in health	% change per year	- 4.9 %	N/a

* Year: 2009. ** The average covers the entire Africa region.

Source: [ILO, Social Protection, Statistics and indicators](#)



One issue has been that the coverage of pension protection has been funded by the small segment of employers and workers in the formal sector. Only 4% were receiving an old age pension. This is much lower than the region average (see more on Table 19). Not to mention, the formal sector is dominated by men and a gender gap is present in old age pension coverage: men's coverage was 6.8% and women's at 2.0%.

Table 19: Benefits, coverage and contributions to pension schemes in Burundi and the sub-Saharan Africa (SSA), 2011

Theme	Measure	Burundi	SSA
Social benefits for active age	% of GDP	0.2 %	0.3 %
Pensionable age receiving an old age pension (age 60+)	Proportion of total	4.0 %	22 % *
Active contributors to a pension scheme	15+	5.2 %	8.4 %
Active contributors to a pension scheme	15-64 years	4.5 %	5.9 %

* The average covers the entire Africa region.

Source: [ILO, Social Protection, Statistics and indicators](#)

The Poverty Reduction Strategy Paper II (PRSP-II) aimed towards a pension coverage of 10% in 2015. The government also targeted to have at least 50% of the population in the informal economy and 40% from the rural sector enrolled in a health insurance system, and expand other components of social protections such as pensions, and realise synergies between economic growth and social protection.⁶⁴ An evaluation of these targets is still not available. A new draft law holds provisions on the possibility for informal sector workers to contribute to NSSF. Contributions are to be paid on basis of estimated income. These provisions for inclusion of informal sector workers are expected to be included in the revision of the Labour Code.

On the positive side, since 2010, new HIV infections have decreased by 54% and AIDS-related deaths have decreased by 49%. In 2016, there were 84,000 people living with HIV, which equals 0.7% of the total population. Of those, 61% were accessing antiretroviral therapy.⁶⁵

GENERAL ECONOMIC PERFORMANCE

Burundi is one of the poorest countries in the world. Income inequality is on a rise and human development is dropping. The country is landlocked, and it is heavily reliant on the agricultural sector that confronts a scarcity of arable land. Foreign aid is critical for the economy. It accounted for 48% of the national income in 2015 but fell down to 34% in 2016 due to political turmoil. More key indicators of the economy in Burundi are available on Table 20.

Table 20: Key Economic Facts in Burundi, 2016

GDP	US\$ 3.0 billion
GDP per capita (current US\$)	US\$ 286
GDP real growth (2007-2016, average)	3.0 %
General government final consumption expenditure (% of GDP)	21 %
Tax revenue (% of GDP) (2013)	12 %
Doing Business * (2018)	164 of 190 countries
Human Development Index (2015) **	- 1 change in rank 184 of 188 countries
Gini Index *** (2013)	39.2 50 of 150 countries

* A high ranking on the Ease of Doing Business Index means the regulatory environment is more conducive to the start-up and operation of a local firm.⁶⁶

** The Human Development Index (HDI) measures the average of a long and healthy life, access to knowledge, and a decent standard of living. HDI rank change in the period 2010-2015.

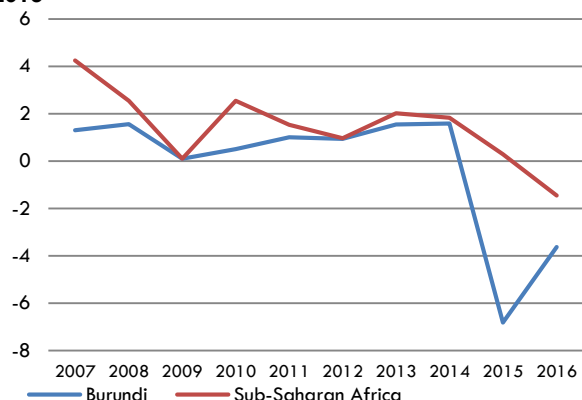
*** A Gini coefficient of 1 (or 100 percent) expresses maximal inequality among values. This Gini Index ranks the first country with the highest inequality while the number 150 has the highest equality.

Source: [CIA, The World Factbook, Burundi](#); [World Bank, World Development Indicators](#); [World Bank & IFC, Ease of Doing Business 2018 in Burundi](#); and [UNDP, Human Development Index trends](#)

During the last decade, Burundi's GDP per capita growth has roughly been moving along the regional average, until in 2015 when GDP growth plummeted and entered into a hard recession (Figure 16). This continued to affect the country in 2017. This situation is a consequence of the fragile political environment (see also Table 23), poor infrastructure, climate shocks causing declining food production which has triggered low private consumption and forced people to migrate.⁶⁷



Figure 16: GDP per capita Growth trend, % of GDP, 2007-2016

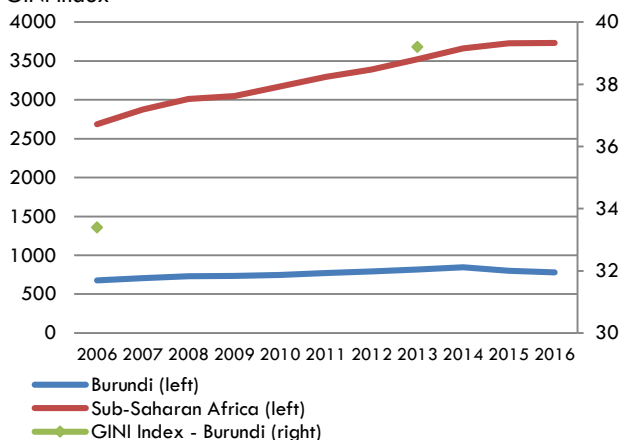


Source: [World Bank, World Development Indicators](#)

Poverty in Burundi is shown by the very low GDP per capita in Purchasing Power Parity (PPP) in comparison to the regional average. It is important to realize that GDP per capita in PPP is on a declining rate in recent years just as income inequality is on a rise (Figure 17).

Figure 17: GDP per capita in Purchasing Power Parity (PPP) rate and income inequality

Burundi and the sub-Saharan Africa, current international \$ and GINI Index



Note: A Gini coefficient of 1 (or 100 percent) expresses maximal inequality among values. This Gini Index ranks the first country with the highest inequality while the number 150 has the highest equality.

Source: [World Bank, World Development Indicators](#)

A large majority of total employment remain as working poor in Burundi. Based on estimations, extreme working poor has only decreased slightly by 4 percentage points in the period from 2000 to 2018. Up to 95% of the total employment is below US\$3.1 per day, which is a lot higher than the Eastern Africa average that was estimated to be at 63%. Most of the people who were extremely poor entered into being moderately poor. A

middle-class has not developed in the country during the before mentioned period and it remains a very narrow group (see more on Table 21).

Table 21: Working poor and middle-class trends in Burundi, 2000-2018

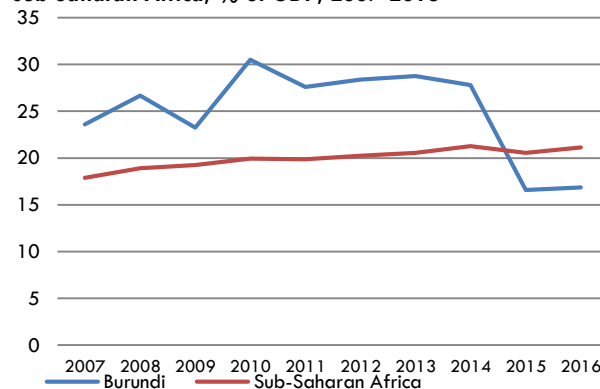
Estimated poverty line	2000	2018	Growth Percentage points 2000-2018
Extremely poor (<US\$1.9 a day)	82 %	78 %	- 4.0 %
Moderately poor (≥US\$1.9 & <US\$3.1 a day)	13 %	16 %	+ 3.0 %
Near poor (≥ US\$3.1 & <US\$5 a day)	3.0 %	4.1 %	+ 1.1 %
Developing middle-class (≥US\$5 & <US\$13 a day)	1.9 %	2.3 %	+ 0.4 %
Developed middle-class and above (≥US\$13 a day)	0.2 %	0.3 %	+ 0.1 %

Note: "Working poor" presents the proportion of persons living with their families below the poverty line.

Sources: [ILO, Key Indicators of the Labour Market \(KILM\)](#)

Another issue that has triggered some negative pressure on the economy in Burundi is the decrease in capital formation in 2015. Through the noughties and the beginning of the 2010, capital formation in Burundi was hovering above the regional average, but since 2015 it dropped down to a level almost 5 percentage points lower (Figure 18). Since capital formation signals how much of the new value added in the economy is invested rather than consumed, it points towards deterioration in investments on the domestic market. This could also have a negative impact in terms of creating new jobs in the formal sector in the future.

Figure 18: Gross Fixed Capital Formation in Burundi and the sub-Saharan Africa, % of GDP, 2007-2016

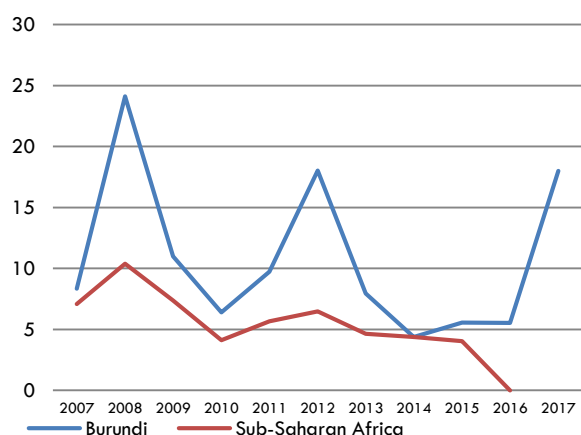


Source: [World Bank, World Development Indicators](#)



A relatively high inflation in consumer prices has hit the worker's income purchasing power in the last decade, but a tightening of monetary policy and falling international petrol prices curbed the high inflation rate in recent years, reaching 5.5% in 2016. However, consumer prices increased again peaking at 18% in October 2017 (Figure 19). This has especially been an impact of high food inflation along with economic sanctions taken by western donors 2016 following the more than two yearlong political crises.⁶⁸

Figure 19: Inflation Trend in Burundi and the sub-Saharan Africa, %, 2007-2017



Source: [World Bank, World Development Indicators](#) and [Trading Economies, Burundi Inflation Rate](#)

It is not easy doing business in Burundi. The country rank 164 out of 190 countries (1 is best) in 2018 in the Doing Business Index and it is placed below the regional average. On the positive side, it is relatively easy starting a business, which could support the formalisation of enterprises and reduce the rate of informality and thereby increase the application of labour regulations. Most other aspects of making it easier to do business in the country represent low rankings: for example, getting electricity, getting credit, dealing with construction permits and trading across borders are extremely low (see more on Table 22)

Table 22: Ease of Doing Business in Burundi

Topics	2018
Starting a Business	42
Dealing with Construction Permits	168
Getting Electricity	182
Registering Property	95

Topics	2018
Getting Credit	177
Protecting Investors	132
Paying Taxes	138
Trading Across Borders	164
Enforcing Contracts	150
Resolving Insolvency	144

Note: *Doing Business 2018* indicators are ranking from 1 (top) to 190 (bottom) among other countries. The rankings tell much about the business environment, but do not measure all aspects of the business surroundings that matter to firms and investors that affect the competitiveness of the economy. Still, a high ranking does mean that the government has created a regulatory environment conducive to operating a business.

Source: [World Bank & IFC, Ease of Doing Business 2018 in Burundi](#)

The governance milieu in Burundi is very feeble and is dissolving. As an example, the country became the first nation ever to leave the international criminal court in October 2017, set up 15 years ago to prosecute those behind the world's worst atrocities.⁶⁹ Table 23 below illustrates the status of six Governance Indicators. Burundi is ranked quite low on all of them. On the positive side, there were some small improvements on the regulatory quality as well as in the control of corruption; the latter remains on a very low ranking, though. In contrast, rankings plummeted in terms of voice and accountability along with the governance effectiveness and rule of law. All of those present very low rankings (Table 23).

Table 23: Governance Indicators in Burundi, % and change percentage points, 2011-2016

Indicator	2011	2016	Change
Voice & Accountability	21%	7.9%	- 13 %
Political Stability	4.7%	5.2%	+ 0.5 %
Government Effectiveness	14%	7.7%	- 6.3 %
Regulatory Quality	17%	21%	+ 4.0 %
Rule of Law	14%	7.7%	- 6.3 %
Control of Corruption	8.5%	11%	+ 2.5 %

Note: The Governance Indicators score from a percentiles rank from 0 (lowest) to 100 (highest).⁷⁰

Source: [World Bank, Worldwide Governance Indicators](#)

TRADE

Export plays a modest role in Burundi's economy and it confronts a wide trade deficit of 28 percentage points in 2016. The country's exports make up only 6.2% of the GDP. This is very low in comparison with the sub-Saharan



Africa average, which was estimated to be at 28%. Furthermore, trade has decreased in recent years, especially with the European Union (EU), due to political turmoil (see more on Table 24 and Figure 20).

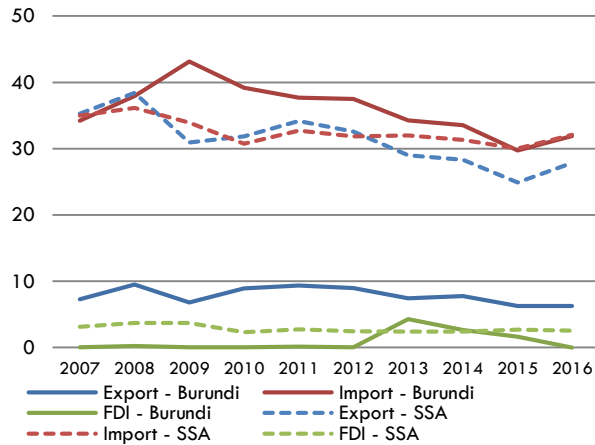
Foreign Direct Investment (FDI) was on a rise in the beginning of the 2010s, but it plunged to the bottom in 2016. Since FDI are the net inflows of investment to acquire a lasting management interest in an enterprise operating in an economy other than that of the investor, it indicates that investors have left the country as an impact of the economy downturns and political turmoil in recent years (see more on Table 24 and Figure 20). Overall, it reflects a negative situation that stalls the economic development and the creation of new jobs.

Table 24: Trade and Foreign Direct Investment (FDI) in Burundi, 2016

Exports	US\$188 million 6.2 % of GDP
Imports	US\$960 million 34 % of GDP
FDI Flow	US\$55,420 0.0 % of GDP
FDI Stock	US\$220 million 7.0 % of GDP

Source: [World Bank, World Development Indicators](#) and [UNCTAD, World Investment Report 2017, Country fact sheet, Burundi](#)

Figure 20: Export and import trends in Burundi and the sub-Saharan Africa, % of GDP, 2007-2016



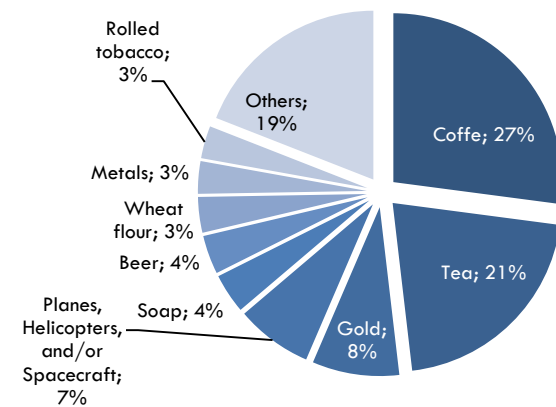
Source: [World Bank, World Development Indicators](#)

Exports are dominated by coffee and tea. Gold was previously registered as a key export product but it dropped to 8% of the total export. Part of this was that gold was smuggled from the DR Congo and traded

through Burundi and towards Tanzania to be shipped to the Middle East. Thus, Congolese gold was blended into official exports and smuggled separately out of Burundi.⁷¹ Not to mention, the more sophisticated planes, helicopters, and/or spacecraft sector has been registered as export today.

The most recent imports are led by Refined Petroleum which represents 15% of the total imports of Burundi, followed by Telephones, which account for 6.5%.

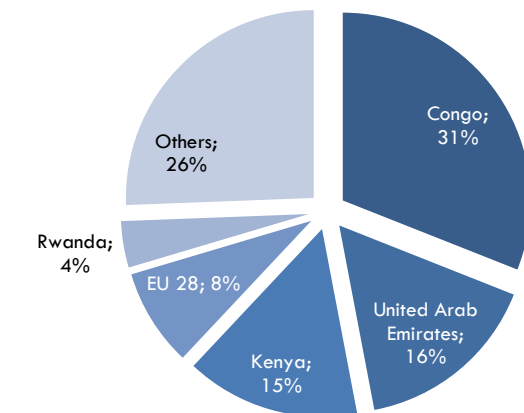
Figure 21: Burundi main products share of exports, 2015



Source: [The Observatory of Economic Complexity](#)

Burundi's main export markets were DR Congo, United Arab Emirates and Kenya in 2016. This is also a significant shift since 2013 where the European Union (EU) was the main export market. Again, this has been a negative impact of the standoff between Burundi and the EU over political sanctions.

Figure 22: Burundi main export markets, 2016



Source: [European Commission, DG TRADE, Bilateral Relations, Statistics](#)



Trade Agreements

Burundi is part of the East African Community (EAC), which also includes Kenya, Rwanda, 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, discriminatory law and practices. Burundi has been going through a gradual integration process into the common market by harmonising its immigration and labour laws, eliminating non-tariff barriers and completing the protocol on good governance.

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. Measures have been taken to the implementation of the Customs Union Protocol since 2009, which includes the introduction of a three-tier common external tariff. While negotiation of the protocol creating the EAC Monetary Union began in February 2011, Burundi has been working with its EAC partners to establish a Political Federation.⁷²

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.⁷³ 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 e.g., 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 (e.g. Kenya has 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 first, safeguard workers' interests in the EAC. Second, ensure that ILO standards are upheld and member states' labour policies are harmonised. Third, that the tripartite model is institutionalised, while the free movement of labour is promoted. Lastly, the trade union movement has reached observer status in the EAC in 2009, and along

with employers' organisations they participate in ministerial summits, sectoral summits, and other summits that involve labour market issues. However, no meetings in the EAC Council of ministers have been conducted for the past 3-4 years, causing the social agenda in regional integration to move very slowly.

Burundi 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.

Through the EAC, Burundi can export duty and quota free to EU since 2008, and it will have to gradually remove duties and quotas from EU exports to Burundi on most products, except the products deemed to need protection from EU imports. These include agricultural products, wines and spirits, chemicals, plastics, wood based paper, textiles and clothing - the products which dominates Burundi's exports to EU. In late 2014 a new Economic Partnership Agreement (EPA) was concluded between the EU and the EAC, securing the EAC countries access to EU markets in number of commodities. However, due to political turmoil it is set to further delay the signing and ratification of the EPA in 2017.⁷⁴

Since 2006, Burundi 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. Burundi can be removed from AGOA, if the United States deems that Burundi 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.

The Common Market for Eastern and Southern Africa (COMESA) Member States have undertaken to set up structures to implement Council Decisions and legal instruments on the elimination of visas and enhance the free movement of persons. While Visa Protocol has been ratified by the countries, the implementation has been slow. Regarding the protocol of free movement of persons, Burundi is one of the so far four signed countries, and the only who has fully ratified it.⁷⁵

Likewise, the labour provision of COMESA agreement extends to cooperation on employment conditions and



labour law.⁷⁶ Burundi has a weak financial sector, including the cross-border banking sector integration with the rest of the EAC that only operates with only one EAC-headquartered bank operating in the country.⁷⁷

Exporting Processing Zones (EPZ)

As part of the overall effort to encourage FDI, an EPZ was created in 1993 with the aim to promote export diversification and promotion of non-traditional exports.⁷⁸

Today, no data is available on functioning EPZ in the country.

In recent years there has been a technical struggle from Burundi, Rwanda, Uganda and Tanzania against Kenya; the former group argued that EPZs should serve the export drive as provided for in the EAC Customs Union Protocol. This protocol separates EPZ and Special Economic Zone (SEZ) schemes. Enterprises targeting the EAC market should operate under the SEZ scheme, with appropriate incentives, according to the protocol.⁷⁹



APPENDIX: ADDITIONAL DATA

Table 25: Trade unions affiliated to COSYBU, members and women, 2017

Trade Unions	Members	Women
SYNAPA - National trade union of medical staff	3,000	-
SNTS - Trade union of workers in the Health sector	636	243
STEB - Teachers' trade union	25,000	-
SYTALOM - Trade union for workers in the materiel agency sector	70	14
SLISODEC - Free trade unions of SODECO	20	4
SYMABU - Trade union of magisterial workers	720	-
STIG - Trade union of workers of IGEBU	229	64
SYTOR - Trade union of workers in the road, Transport office	54	13
AEDR - Agricultural, environmental and rural, Development workers' trade	155	23
STI - Trade union of workers of ISABU	290	65
SYTIS - Trade union of workers in SOSUMO	421	31
SPTO - Professional trade union of workers in the office of Café Burundi	93	34
SYTRAPEN - Trade union of workers in prison administration	87	49
SLT/INSS - Trade union of workers of INSS	205	91
STT - Transport workers trade union (federation)	45,660	6274
SYPROTAVEBU - Trade union of taxi drivers on velos. (Part of federation)	7,379	-
STTS - Social services workers' trade union	484	181
STMFP - Trade union of works in public service mutually	502	347
STAP - Trade union of public employees	500	-
STUB - Trade union of workers at the university of Burundi	776	-
SYRT - Trade union for employees of Radio-Television du Burundi	256	-
STM - Mine workers trade union	91	21
SYTRATHE - Trade union of workers in the tea industry	819	151
SPI - Trade union for workers in ISTEEBU	139	65
SYPMJ - Trade union for non-magisterial staff	265	4
SLT/BRB - Trade union of staff at the Banque de la République du Burundi	347	-
STIC - Trade union for workers in the construction industry	68	29
STEIBU - Syndicat des Travailleurs de l'Ecole Independente du Burundi	66	31
STABP - Syndicat des Travailleurs de l'Agence Burundaise de la Presse	73	-
SYLCO - Syndicat Libres des Travailleurs de la Cogesco	116	13
SPTTS - Syndicat des Travailleurs des Postes et télécommunications	1344	220
SYGECO - Syndicats General Des Commerçants	6,000	-
ABJ - Journalists	194	32
FNTD - National Federation of Domestic Workers	11,300	-
FNTMI - National federation of workers in the informal manufacturing sector	1,123	-
FNTAA - National Federation of Agri-Food Workers	131	-
STRASET - Trade Union of Workers of SETEMU	93	-

Source: COSYBU.



Table 26: List of approved labour related legislations in Burundi, 2014-2017 (November)

Type of legislation	Legislation
2014	
Elimination of forced labour	Loi n° 1/28 du 29 octobre 2014 portant prévention et répression de la traite des personnes et protection des victimes de la traite.
Equality of opportunity and treatment	Loi n° 1/07 du 26 mars 2014 portant ratification par la République du Burundi de la Convention relative aux droits des personnes handicapées et son Protocole facultatif
2015	
Equality of opportunity and treatment	Loi n° 1/13 du 22 septembre 2016 portant prévention, protection des victimes et répression des violences basées sur le genre
2016	
None	None
2017	
None	None

Source: [ILO, NATLEX, Burundi \(November 2017\)](#)

Table 27: Ratified ILO Convention in Burundi

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	1993
	C098 - Right to Organise and Collective Bargaining Convention, 1949	1997
Elimination of all forms of forced labour	C029 - Forced Labour Convention, 1930	1963
	C105 - Abolition of Forced Labour Convention, 1957	1963
Effective abolition of child labour	C138 - Minimum Age Convention, 1973	2000
	C182 - Worst Forms of Child Labour Convention, 1999	2002
Elimination of discrimination in employment	C100 - Equal Remuneration Convention, 1951	1993
	C111 - Discrimination (Employment and Occupation) Convention, 1958	1993
Governance Conventions		
Labour inspection	C081 - Labour Inspection Convention, 1947	1971
	C129 - Labour Inspection (Agriculture) Convention, 1969	Not ratified
Employment policy	C122 - Employment Policy Convention, 1964	Not ratified
Tripartism	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	1997
Up-to-date Conventions		
Working time	C014 - Weekly Rest (Industry) Convention, 1921	1963
Wages	C094 - Labour Clauses (Public Contracts) Convention, 1949	1963
Industrial relations	C135 - Workers' Representatives Convention, 1971	1979

Note: 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.

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 promote a well-regulated and well-functioning labour market.

In addition, there are 71 conventions, which ILO considers "up-to-date" and actively promotes.

Source: [ILO, NORMLEX](#)



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