



**AFRICAN CENTRE OF EXCELLENCE  
IN DATA SCIENCE**



**COLLEGE OF BUSINESS & ECONOMICS**

**ANALYSIS ON GENDER DIFFERENCES IN LABOR  
MARKET OUTCOMES IN RWANDA**

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**A dissertation submitted in partial fulfilment of the requirements for the degree of Master  
of Data science in Econometrics**

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**September 2022**

**Declaration**

I, Costasie UWIMBABAZI hereby declare that this dissertation entitled “Analysis on gender difference in labor market outcomes in Rwanda” contains my own work except where specifically acknowledged and all sources I have used or quoted have been indicated by complete reference, and it has not been submitted at the University of Rwanda or at any other University.

Costasie UWIMBABAZI

A handwritten signature in blue ink, appearing to read 'Costasie', with a long horizontal stroke extending to the right.

Signature:

## Approval Sheet

This dissertation entitled “Analysis on gender difference in labor market outcomes in Rwanda” written and submitted by Costasie UWIMBABAZI in partial fulfilment of the requirements for the degree of Master of Science in Data Science in Econometrics is hereby accepted and approved. It has been passed through Turnitin for checking plagiarism on the rate of 14% which is less than 20% accepted by the African Centre of Excellence in Data Science (ACE-DS), University of Rwanda.



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CostasieUwimbabazi

**Dedication**

This research work is dedicated to:

Almighty God,

My beloved husband Donatien NKWASIBWE and Children Aganze Lucas Mathis and Aganze Rita Briella

My family,

My colleagues and classmates.

## **Abstract**

Gender differences in labor market outcomes have a major negative influence on economic growth of many countries, in Rwanda gender differences are still persist in some sectors and the inequality between women and men punish women's participation in the income work. This research sheds insight on the analysis on gender differences in labor market in Rwanda. According to the data from Integrated Household Living Condition Survey conducted in 2016/2017, the evidence obtained from running logistic model in Stata shows that, when comparing male and female, males are more likely to have a high level of education, males are more likely to have a high annual turnover, and males are more likely to have a good contract type as an employee. There is still existence of gender differences in some sectors even if Rwanda is among of the best countries which tried to put at the end the gender inequality in all domains as done in parliament where 30% of female in constitution but there is still a barrier for achieving the gender equality which is a key of achieving easily and early economic growth where male and female are equal pay for work, equal contribution on development of the country and the same contribution in the realization of national target as the National Strategy for Transformation (NST1). The small difference between male and female implies that Ministry of education must focus on the implementation of the established policies in order to achieve the gender equality which is a key of economic growth. Based on annual income, salary they gain and type of contract under which they work, the policy makers in different ministries of Rwanda especially policy makers in Gender Monitoring Officer (GMO) should follow the implementation of gender responsive employment policies that can facilitate in mitigating the indicated factors that contribute to gender differences in labor market outcomes in Rwanda.

***Keywords:*** *Gender difference, labor market outcomes (income, wages, level of education)*

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## **List of Abbreviation**

ACE-DS: African Centre of Excellence for Data Science

EICV: Integrated Housing Living Condition

GEA: Global Employment Agenda

GES: Gender Equality Seal

GMO: Gender Monitoring officer

ILO: International labor Organization

LFPR: Labor force participation rate

NGO: Non-Governmental Organization

NISR: National Institute Statistics of Rwanda

NST-1: Nation Strategy for Transformation

RDB: Rwanda Development Board

RRA: Rwanda Revenue Authority

Reg: Registration

SNA: Social Network Analysis

TVET: Technical and Vocational Education and Training

UNDP: United Nations Development Programme

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## **CHAPITRE 1: INTRODUCTION**

### **1.1. Background**

Gender differences have risen in significance in economic study during the last few decades. There is a growing amount of evidence exists that links gender problems policy to fair and long-term economic development outcomes. Women's education is recognized as a key source of long-term economic growth since it increases productivity and return on investment (Kim, 2013). Gender inequality in labor market outcomes persists in the majority of countries, including Rwanda. Gender inequality exists in Sub-Saharan Africa, even if boys exceed girls in education. This gap persist until they obtain paid jobs, where males are more likely to get a good job than females (Habimana, 2017).

Women and youth in Rwanda have very different labor market results, with the former transferring to low-quality jobs and the latter facing high rates of underemployment. To assess labor market results, geographic analysis and the examination of factors that influence employment at the individual level are used (Alice et al., 2014).By looking in rural areas, female is less likely to access the financial income where 62 percent of females have transactional accounts (Bank and Mobile Money account) compared to 71 percent of male, there is a gender gap of 9% (Report, 2020).

The overall labor force participation rate for female accounts to 45.1 percent compared to 62.8 percent for male, the average income from paid employed of male employees at main job was 67,942Frw per month and 44,741Frw for female (NISR, 2020). According to the result from a survey conducted by NISR in 2020 on labor force participation, employment, unemployment, time spent on employment between men and women, they have obtained that, participation rate men labor force (LFPR) increased to 65.6% in 2020 and women's labor force participation rate increased to 48.2% in 2020 (NISR, 2021).

For the past four years, Women's participation has been lower than men. The rise LFPR in 2020 can be explained in part by increased participation of some students in the labor market as a result of school closures to combat the covid-19 outbreak. According to a poll on the employment-to-population ratio for women has increased somewhat at the national level, reaching 38.5%in 2020. while for men it increases to 55.2% in 2020 (NISR, 2021)

Between 2019 and 2020, the female population ratio of employment in urban areas fell by two percentage points (from 50% to 48%), while the male population ratio decreased by 1.6 percentage points (from 63.6 percent to 62 percent). In rural areas, the female employment population ratio fell from 34.4 percent in 2019 to 26 percent in 2020, while the male employment population ratio rose from 51.6 percent to 53.3 percent during the same time period.

In the last four years, the percent of women working as employees has declined by 4.7 percentage points (from 68.9% in 2017 to 64.2% in 2020), while the percentage of men working as employees has decreased by 2.9 percentage points (70.8 percent to 67.9%) during the same period. The proportion of female and male, their own account workers (those who do not work for a company) has climbed linearly in the last four years, rising from 22.3 percent in 2017 to 27.1 percent in 2020 for female and from 25.5 percent to 28.7 percent for males (NISR, 2021)

In 2020, the proportion of women is 4.4 times more likely than men to be supporting family workers (or domestic care work). Women had a 20.3 percent annual unemployment rate, while men had a 15.9% yearly jobless rate. Because of the consequences of Covid-19 on the economy, unemployment rates for women and men decreased in general from 2017 to 2019. However, unemployment rates for women and men are expected to rise in 2020. (NISR, 2021)

Women employees at primary jobs earned an average monthly wage of 42,796 Frw in 2020, compared to 68,117 Frw for men. In 2020, a female employee's average weekly real number of hours spent in the primary job was five hours fewer than male peers (30 hours against 35 hours), . (NISR, 2021). Gender inequality in the labor market hinders the development of new ideas by reducing the efficiency of the workforce, this narrows down the talent pool from which employers can choose and limits the number of female entrepreneurs and thus hinders the ability of countries to diversify. Similarly, high levels of gender inequality accompanied by lower levels of export diversification leading to lower economic diversification.

The persistent of gender inequality in different economic activities in Rwanda, can impede the achieving rapidly of different goals like economic growth, empowering of women in decision making, family planning and children education. In addition to this, gender differences in labor market outcomes in Rwanda can impede the acceleration of government programs related to national strategy for transformation (NST-1), where Government of Rwanda has targets to increase

percentage of TVET Graduates employed with Six month of graduates (Female and Male) from 70% up to 80% by 2020-2021 and up to 86.20% by 2023-2024(NST1, 2017)

This study analyses the factors of gender differences in labor market outcomes and the results obtained shall be used by policy makers to follow the implementation of several gender responsive policies and initiatives that reduce the observed gender differences in labor market outcomes in Rwanda as developing country in which women are in the majority based on the 2002 population census where women make up 52 per cent of the total population. (*National Strategy for the Development of Statistics 2009 - 2014*, 2014)

## **1.2. Problem Statement.**

Gender difference is one of the most stressful problems facing by the world work. The females are able to work more hours than male for paid and unpaid job, but still the higher the males are more engage for quality paid work than female(Otobe, 2014). The problem of gender gaps persists, even if the choice of large number of women around the word for paid employment continues to exist, a number of factors that influence women's choice must be limited. Some factors that may affect persistent gender gaps across countries include socio-economic constraint, marital status, lack of affordable care for children or family member and limited of safe transportation.(Tobin, 2017)

The persistent of the gender inequality is due to different factors like area of working, kind of employability (paid or unpaid), how much income they gain, level of education, number of children in the families and marital status. The no elimination of gender inequalities in labor market out comes is still a barrier for economic development of a country and is an issue for human right because there is still a domination of one sex than another. This study focuses on the analysis on gender difference in labor market outcomes in Rwanda.

## **1.3. Research Objectives**

### **1.3. 1. General objective**

The major goal of this research is to address a knowledge vacuum about the nature, scope, and some of the core reasons of gender differences in labor market outcomes in Rwanda. Additional goals include demonstrating the possibilities, as well as the obstacles, of analysing gender difference in labor market outcomes using current survey data, assisting in data collecting

improvements, and stimulating more research on gender differences in labor market outcomes in Rwanda.

### **1.3.2. Specific objectives**

One of the most important aspects of this study is to identifier the following specific objectives:

1. To determine the factors which influence the gender differences in labor market outcomes;
2. To investigate the impact of gender inequality in labor market result on the economic growth;
3. To establish the factors determining good labor market;

### **1.4. Research Questions**

This study shall focus on the following questions in order to make it more understandable:

1. Which factors that influence the gender differences in labor market outcome?
2. What is the impact of gender gap in labor market outcomes on the economic growth?
3. What are the factors determining a good labor market?

### **1.5. Significance of the study**

Rwanda is a developing country, thus there is a national development goal of economic transformation that may be realized by speeding inclusive economic growth and development based on Rwanda's natural resources, knowledge, and private sector. When there are no inequalities in gender equality on labor market outcomes, this national goal will be met.

Gender inequalities is a major issue in our economic growth since one segment of the population consumes without producing anything, obstructing economic progress. The key to achieving economic growth is everyone's participation, such as equal productivity between men and women. So, this research focuses on the analysis of the factors that can influence the gender inequality in labor market outcomes, as well as determining which factors should be prioritized in order to accomplish the objective of gender equality.

Even if our government is trying to minimize gender inequality but it is still exists in some sectors, this study focuses on how gender inequality may be eliminated in all areas in order to accomplish rapid economic change. Furthermore, gender equality is a key for all kinds of development outcomes for society and government.

## **1.6. Scope of the Study**

There are three kinds of scope: scope in area where this study is conducted in Rwanda; Scope in time means this study is covered in five years 2014 and then the scope in domain implies that this study relies on the economic development of Rwanda and how that economy can be improved due to the elimination of gender difference on labor market outcomes.

## **1.7. Structure of study**

This study is structured as followed:

Chapitre one is an introduction which constitute by background of the study where we can find what about gender differences in the economic growth of the country and in different area. Problem statement deals with the kinds of problems which still need to be solved, establishment of objectives and its corresponding research questions.

Chapitre two deals with theoretical and empirical review on the conducted study, chapitre three is methodology in this section, there some explanation on the method that is used in order to conduct data analysis,

Chapitre four is what about the obtained empirical result graphically, theoretically and the last one is about conclusion and recommendation this section deals with the use of obtained result in order to establish different measure which will be used to improve the economic growth of the country.



## **CHAPITRE 2: LITERATURE REVIEW**

### **2.1. Theoretical literature review**

In sub-Saharan Africa, the number of men and women are equal in productive and reproductive activities. But there is a gender inequality in terms of time spent with paid and domestic work, where women spent more time on domestic work than paid work. Breeding tasks, such as caring for children, cooking and household chores are necessary for the maintenance of families. Household poverty is positively correlated with time spent in these reproductive tasks (Amanda Ritchie, Cynthia B.Lloyd, 2004).

Because they lose the financial capacity to get market-related substitutes, poor rural households rely on female members to supply reproductive knowledge. Furthermore, when a household member is confronted with a negative occurrence such as illness, the amount of time spent on care and housework considerably increases. Women and girls shoulder the brunt of these unpaid reproductive obligations, which are repeatedly made more time consuming due to the absence of suitable technology.

Girls of all ages in Tanzania have more work than boys tasks (Amanda Ritchie, Cynthia B.Lloyd, 2004). Girls work 21.6 hours per week in Uganda, while boys work 18.8 hours(Macro ORC, 2001). Girls spend more time than boys on non-SNA labor in the form of domestic duties, according to a longitudinal study including two nations in the area, South Africa and Kenya. Quentin et al. (2010) found enough evidence in their study on Sierra Leone that women spend a large amount of time on domestic work, which limits their economic potential.

Many women, on the other hand, have fewer opportunities to engage in profitable activities because time spent on domestic duties cannot be quickly spent, which might limit their income and household decision-making. Due to a lack of time, women may find it difficult to improve their studies and training; this means that women are reported to work longer hours than men in housekeeping and unpaid work, particularly in child care. (Habimana, 2017). Equal access to job and income opportunities for all women and men who are willing to work and have the requisite skills and competence is not only a human right, but it is also good for economic growth, poverty reduction, and social advancement. Work is about more than just making enough money to get by self-esteem, social position, security, and human dignity are all derived from decent labor.

In addition, the participation of female labor force has increased greatly, especially in industrialized countries and some middle-income nations, female employment still has lower salaries, is more unstable, and has lower status than male employment. Female in developing nations have been incorporated into the labor market through a variety of channels including special economic zones, export-oriented agriculture, and increasingly working as self-employed migrant workers as globalization improves (Otobe, 2014).

In many countries the biasedness of gender differences persists in achieving of the role of men and women in the society, based on employment, there are also policies in place to help both men and women get the knowledge and skills they need to be successful in their economic lives. Given the growing proportion of women in the workforce, it is vital that suggested policy frameworks are gender sensitive while also fostering workplace equality and equity.

Equal rights concept must be included into employment policy, ensuring that workers of all genders, ages, social origins, political opinions, ethnicity, color, race, religion, handicap, and sexual orientation have equal access to employment and occupation. In this regard, Article 2 of the employment policy convention (No.122) encourages full, productive, and freely chosen employment. The said policy shall aim to ensure that each worker has the fullest possible opportunity to qualify for, and use his or her skills and endowments in, a job for which he or she is well suited, irrespective of national extraction, Non-discrimination is one of the crosscutting themes of the Global Employment Agenda (GEA) adopted by the ILO Governing Body in 2003 (Otobe, 2014).

The International Labor Organization's main purpose is to demonstrate how to incorporate gender issues into the development, monitoring, and evaluation of employment and labor market policies. Its goal is to educate the audience with core gender and labor market ideas, as well as the gender dimensions of several intervention areas (Otobe, 2014). Due to ingrained social norms regarding gender roles that are often difficult to modify, social barriers and prejudice exist in all countries to varied degrees. Specifically, despite significant progress in promoting gender equality and closing gender inequalities in the workplace over the previous half-century, much of women's labor is still concentrated in gender-stereotype positions that are more insecure, vulnerable, and pay less than men's, and this is true worldwide.

As a result, women are disproportionately affected by insufficient decent work, and thus poverty, than men (Otobe, 2014). Evidence suggests that the socioeconomic situation of women and girls in discriminated-against social groupings is poorer than that of their male counterparts. When a woman belongs to an ethnic minority in a community, she faces double discrimination, with extra obstacles and challenges in getting decent career and income prospects, as well as accessing numerous social services.

Non-white women, for example have the lowest average income in urban Brazil, followed by white women and non-white men, with white men at the top, despite the fact that non-white women are the lowest paid workers and have the lowest educational degree. Improved women's access to labor markets and to good and productive jobs is therefore critical to attaining more equality between men and women in society (Otobe, 2014).

Owing to the unusual women go through a life-cycle that is unique to them, they work fewer years in formal sector, acquire fewer social-protection benefits, and earn less money during their lifetime than men. Women have children, and as result, they may reduce working hours, cease working for a period of their adult lives, and then either return to work once their children have grown up or quit working altogether. In many countries, women's retirement ages are less than men's, so they work for fewer years, decreasing their earnings and pension benefits.

This is one of the reasons why women are more prone to fall into poverty as they get older as result of reduced earning levels. Women continue to be overrepresented among the poor, making up the world's bottom rung, due to lower levels of collected social benefits, which are often tied to full-time job(Otobe, 2014). Both reasons, according to the International Labor Organization, encourage the achievement of gender equality and decent work. The first is a rights-based equity justification. It argues that ending gender discrimination in the workplace is a matter of basic human rights and social justice. The second point is that women may play a significant role as economic actors capable of transforming society and economies.

Equality is not only a value and a right in and of itself; it is also required for economic growth, poverty alleviation, and social progress. Economic empowerment of women, which is relevant in all cultural situations, unlocks their socioeconomic potential as a development force. At the enterprise level, personal diversity also helps to improve business performance. Promoting gender equality is thus both a "right" and a "wise" decision(Otobe, 2014).

The international labor organization was recommended that it is also critical that governments select gender-specific labor market and decent work indicators for overall labor trends monitoring as well as more specifically for monitoring and evaluation national employment policies. Only when there is no longer gender-based discrimination and inequality among countries can the goal of decent work and the poverty reduction targets be completely realized, but there is still a long way to go in this area (Otope, 2014).

## **2.2. Empirical literature review**

Gender differences are a result of patriarchal attitudes, outmoded legislation, and inadequate victim protection. Women have been devalued, disempowered, and deprived of the ability to make their own decisions in comparison to men (Zala & Binders, 2018). Women's social, economic, and political contributions to the development of themselves, their families, their communities, and the nation are harmed by unequal power relations between men and women. The most women of Rwandan employees are engaged in part-time jobs. Notwithstanding, the percentage of the workforce employed in non-wage job has decreased from 73% in 2005-06 to 64% in 2010-11.

Transition in the sectors in which women were engaged in the sectors in both urban and rural areas, in urban area from agricultural self-employment to wage non-farm employment; in rural area to the unpaid family worker category. Men shifted from agricultural self-employment and the unpaid family worker category to wage employment, notably private informal employment, in both urban and rural areas (large construction and domestic service).

In 2010/11, Men earned RWF 22,000 per month on average while women earned RWF 13,200. Between 2005/06 and 2010/11, median wages increased, but the pay gap between men and women widened from 33% to 67%. Rwanda has a high rate of underemployment: in 2010/11, 48 percent of people aged 15 to 64 said they were looking for new or additional work from 46 percent in 2005/06. Rwanda has made significant progress in lowering the percentage of the population that are illiterate, particularly among women. Despite this, because of the link between higher education and better jobs, the need to invest in education persists. More than half of Rwanda's workers are women, but men are more likely to be employed on a wage basis. (Alice et al., 2014)

In fact, a huge number of women work for free. Men are more likely than women to work in the formal and informal sectors, both of which pay well. UNDP One of the most visible hurdles to women's economic empowerment in Rwanda is their remarkably low participation and

discriminatory treatment in paid work sectors. Furthermore, according to the CO's governance unit, women are nearly twice as likely as males to be employed outside of the regular labor market. Women are paid less than men in comparable jobs after they enter the official workforce. Rwanda's gender pay gap is 27%, which is greater than the global average (in comparison to 23 percent). This means that working women in Rwanda earn 27% less than their men colleagues (73 percent per dollar).

In November 2017, Rwanda established the Gender Equality Seal (GES) program. The goal of this effort was to remove gender differences by focusing on the following essential factors: ending gender-based violence, improving work-life balance, reducing occupational segregation, and promoting community, quasi communication. When analysing structural hurdles to women's economic empowerment, there are several important issues to consider. For starters, women in Rwanda have a greater jobless rate (17.5 percent) than men (16.1 percent). Second, occupational segregation is common in Rwanda, with women working on farms and men in industry and service sectors.

## **CHAPITRE 3: METHODOLOGY**

### **3.1. Introduction**

This chapter focuses on the method and tools that can be used during the data analysis and it contains data source, techniques of sampling, target population and sample size to be used during this research.

### **3.2. Research design.**

According to Kothari (2004), research design is a plan, a roadmap and blueprint strategy of investigation conceived so as to obtain answers to research questions. In addition, research design is defined as the procedures for collecting, analysing, interpreting and reporting data in research studies or is the framework of research methods and techniques chosen by a researcher.

This study is concerned with the analysis of gender differences in labor market results in Rwanda; it is descriptive in nature, and it aids in the examination of factors that impact gender differences in labor market outcomes. The interested factors are: sector they can work, urban or rural and number of hours spend on work (paid job) and annual turnover, formal or informal business, level of education, year of schooling as independent variables in order to look for the behaviour of gender in that labor market measure in order to eliminate gender differences.

### **3.3. Data source**

The data used is secondary taken by considering the Integrated Household Living Conditions Survey dataset (EICV5), from National Institute of Statistics of Rwanda

The chosen sample is selected from target population by using simple random sampling techniques, sample is 7025 chosen from population of 306087; data cleaning will be done by using programming for data scientist (Rprogramming) in order to eliminate the missing values.

Stata software is used in data processing and data analysis. The determination of the factors influences gender inequality in labor market outcomes by using logistic regression and identification of factors that determine the employability at individual level is achieved by using linear regression model, The use of a logistic regression model is applied to investigate the effects of gender disparities in labor market outcomes measurements and to identify the elements that define a positive labor market outcome.

The available data is on National Institute of Statistics of Rwanda website ([www.statistics.gov.rw](http://www.statistics.gov.rw)). I asked a permission on a leader of statistics who head on micro data of login on that website in order to access and to use the EICV5 data. The Stata software is very useful in data analysis, because it can help to know on which factors can be emphasis and how can control labor force in order to achieve gender equality in labor market outcomes.

### 3.4. Description of model

Logistic model is defined as model which is used when the dependent variable is binary like yes/no or In/Out of labor force and can be written as follow:

$$\ln\left(\frac{p}{1-p}\right) = \sum_{i=1}^k \beta_i x_i$$

- Standard logistic distribution of errors

Probit model is also used when dependent variable is binary outcomes, but its specialty is that it considers the marginal effect of the model. It can be written as follows:

$$p(x) = \frac{1}{1 + \exp(-\beta_0 - \beta_1 x_1 - \beta_2 x_2 - \dots - \beta_k x_k)}$$

- Normal distribution of errors

The difference between probit and logit relies on the assumptions of the distribution of the errors. But in this study the used model is logistic model.

Variables to be used in this research are: Gender, Level of Education, Annual turnover, Wage amount, Formality of business, Type of contract, Sector\_type, Money spent for purchasing articles, laborexpenditure, monthsworked, daysworked, hoursworked, having mobile phone with or without internet.

General form of Model:

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 &+ \text{o ooooooooooooooooooooo} + \text{o ooooooooooooo}
 \end{aligned}$$



## **CHAP ITRE 4: DATA PROCESSING AND EMPIRICAL RESULT**

### **4.1. Introduction**

This chapter is dealing with the data processing, in this process, first is to keep the needed variables from EICV5 dataset by combining the income dataset, the employment dataset and the expenses dataset in order to get the needed dataset and then, removing of missing values after that the obtained dataset must be completed. The completed dataset is gotten by using programming, the analysis will be done by using Stata software in order to identifier the major factor of gender inequality in labor market outcome.

### **4.2. Exploratory data analysis**

In descriptive statistics, the obtained summary statistics for continuous variables and for categorical variables by tabulating each variable are presented in table1 shows categories, numbers and percentages for each variable.

**Table 1: Summary statistic of chosen variable**

<b>Variables</b>	<b>Category</b>	<b>Numbers</b>	<b>Percentages</b>
Gender	Female	3415	48.61
	Male	3610	51.39
Residential area	Urban	6606	94.04
	Rural	419	5.96
Working sector	Private sector	6825	97.15
	Public sector	200	2.85
Formality of business	Not registered in RRA	4304	61.27
	Registered in RRA	2721	38.73
Having mobile phone	Phone no internet	183	2.60
	Phone with internet	6842	97.40
Type of contract	Daily contract	4016	57.17
	Permanent contract	3009	42.83
Turnover	<100000	6963	99.16
	>100000	62	0.84
Wage	<100000	6293	89.64
	>100000	732	10.36
Lab expenditure	<100000	6985	99.02
	>100000	40	0.98
Education level	No diploma	75	1.07
	Primary completed	3577	50.92
	Secondary completed	2581	36.74
	Graduate completed	792	11.27
Marital status	Married	3016	42.93
	Single	3414	48.6
	Widow	595	8.47

### **4.3. Empirical results and discussion**

After running logit model in Stata, the obtained result present in this section where there is a deduction of the model on gender and their corresponding determinants. The chi-square test was

conducted to identify the factors influencing the response variable (gender), the associated factors are education level, type of contract, marital status, having mobile phone and residential area.

**Table 2: Distribution of Gender and the corresponding factors.**

Factors	Category	Gender				P_value
		female		Male		
		numbers	%	numbers	%	
<b>Formal business</b>	Not registered in RRA	2114	49.45	2161	50.55	0.08
	Registered in RRA	1301	47.31	1449	52.69	
<b>Having mobile phone</b>	Phone no internet	135	55.56	108	44.44	0.028
	Phone with internet	3280	48.36	3502	51.64	
<b>Type of sector working</b>	Private sector	3,312	48.51	3,515	51.47	0.33
	Public sector	103	52.02	95	47.98	
<b>Type of contract</b>	Daily worker	2018	50.22	2000	49.78	0.002
	Permanent worker	1397	46.46	1610	53.54	
<b>Education level</b>	Graduate completed	387	48.86	405	51.14	0.025
	Secondary completed	1288	49.9	1293	50.1	
	Primary completed	1715	47.95	1862	52.05	
	No diploma	25	33.33	50	66.67	
<b>Marital status</b>	Single	1410	46.75	1606	53.25	0.001
	Married	1678	49.15	1736	50.85	
	Widow	327	54.96	268	45.04	
<b>Residence area</b>	Urban	3,138	47.50	3,468	52.50	0.000
	Rural	277	66.11	142	33.89	

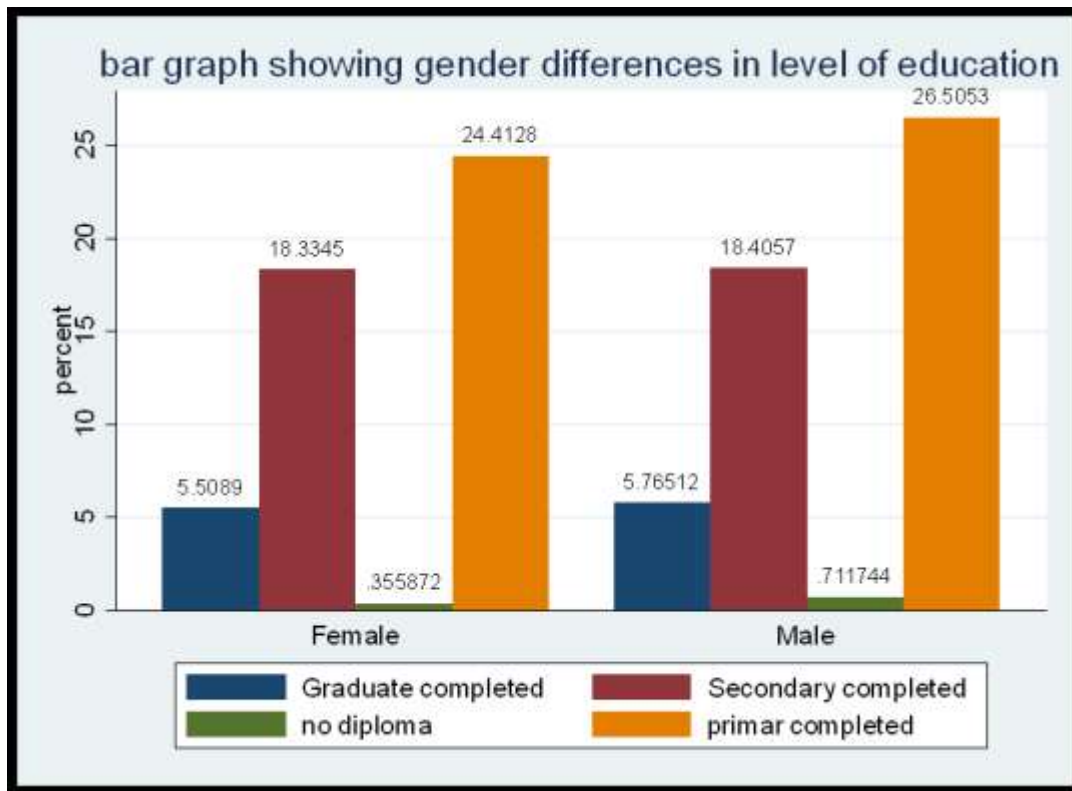
#### **431. Determination of the factors that can influence gender difference in labor market**

Table 3 shows the associated factors of gender difference like: Marital status, contract type, month worked, day worked and hours worked. Based on the result, A single person, the probability of being male is 0.12 less than that of being female keeping other factor, a widow person, the probability of being as male is 0.23 less than that of being female keeping other factors constant. A permanent worker, the probability of being male is 0.18 more than that of being female, A person who has a phone with internet, the probability of being male is 0.32 more than that of being female keeping other factor constant. One month increase on the worked month, the worked month for male will be increased by 5.8% compared that of worked by female keeping other factors constant, one day increased on the worked day, the days worked by male will be decreased by 0.0914 compared that of worked by female keeping other factors constant. One hour increase on the worked hours, the hours worked by male will be decreased by 0.013 compared that of worked by female keeping other factor constant. One unit increased on amount spent on labor expenditure, the amount spent by male will be increased by  $2.15e-06$  compared that of worked by female keeping other factors constant.

**Table 3: Factors of gender difference**

Variable		Coefficients	SE	95%CI	P_value
Intercept		-0.31	0.25	[-0.8 -0.175]	0.02
Residence area	(Reference: Rural)				
	Urban	1.004	0.125	[0.75 1.25]	0.000
Marital status	(Reference: Married)				
	Single	-0.12	0.052	[-0.22 - 0.019]	0.015
	Widow	-0.24	0.093	[-0.42 - 0.049]	0.009
Contract type	(Reference: Daily worker)				
	Permanent worker	0.18	0.051	[0.079 0.28]	0.000
Having phone	(Reference: Without internet)				
	With internet	0.32	0.14	[0.053 0.509]	0.017
Month worked		0.058	0.007	[0.044 0.071]	0.000
Day worked		-0.094	0.028	[-0.15 -0.028]	0.001
Hours worked		-0.013	0.0012	[-0.015 0.010]	0.000
Labor expenditure		2.15e-06	2.52e-07	[1.65e-06 2.64e-06]	0.000

Figure1 shows that level of education for male and female is approximately equal, so it's better to emphasize on education for female in order to achieve gender equality for all level.



**Figure 1: Gender differences in labor market outcomes according to the level of education.**

**432. Determination of the effect of gender difference in labor market outcomes**

The results presented in table 4 shows that a person who is male, its turnover will be decreased by 0.28 compared that of gained by female keeping other factors constant, a single person, its turnover will be increased by 0.398 compared which gained by married person keeping other factors constant, widow person, its turnover will be increased by 0.365 compared which gained by married person keeping other factor constant. A person who is working in public sector, its turnover will be increased by 0.343 compared that of gained by a person who work in private sector keeping other factors constant.

**Table 4: Turnover and its corresponding factors**

<b>Variable</b>		<b>Coefficients</b>	<b>SE</b>	<b>95%CI</b>	<b>P_value</b>
Intercept		0.548	0.22	[0.1 0.99]	0.015
Marital status	(Reference: Married)				
	Single	0.398	0.052	[0.29 0.49]	0.000
	Widow	0.365	0.092	[0.18 0.54]	
gender	(Reference: female)				
	Male	-0.278	0.050	[-0,37 0.178]	0.000
Sector working	(Reference: Private sector)				
	Public sector	0.343	0.158	[0.03 0.65]	0.031
			0.007		
Day worked		-0.094	0.028	[-0.15 -0.03]	0.001
Education level	(Reference: No schooling)				
	Primary completed	0.262	0.086	[0.09 0.43]	0.002
	Secondary completed	-1.14	0.304	[-1.7 -0.54]	
	Higher education	0.44	0.084	[0.27 0.612]	0.000
Hours worked		0.007	0.0012	[0.004 0.009]	0.000
Type of contract	(Reference: Daily worker)				
	Permanent worker	0.157	0.052	[0.56 0.25]	0.002
Labor expenditure		4.6e-07	6.52e-07	[3.3e-07 5.9e-07]	0.000
Month worked		-0.052	0.006	[-0.065 -0.038]	0.000
Days worked		-0.18	0.026	[-0.24 -0.13]	0.000

#### 4.3.4. The factors of a good labor market

The results presented in table 5 show that a person who has completed primary level, its wage will be increased by 4.9 compared that of no schooling keeping other factor constant, one Rwandan franc increased on the annual turnover, wage will be decreased by 7.63e-06 Rwandan franc keeping other factor constant. A permanent worker, its wage will be increased by 3.12 compared that of dairy worker, one month increase on the worked month, wage will be increased by 4.47 Rwandan francs.

Table 5: Wage\_amount and its determinants

Independent variables	Coefficients	SE	95%CI	P_value
Constant	4.64	5.39	[-5.9 -15.2]	0.000
Turnover	-7.63e-06	1.67e-06	[-0000011 -4.36e-06]	0.000
Education level (reference:no schooling)				
Primary completed	4.9	1.5	[1.9 7.9]	0.001
Type of contract (reference:daily work)				
Permanent worker	3.12	1.47	[0.24 6.01]	0.033
Month worked	4.47	1.26	[1.98 6.95]	0.000

A part from the obtained results, there are keys findings: Annual turnover, level of education, type of sector, contract type, phone with internet, residence area (urban and rural) are the keys findings of gender difference. Gender, education level, contract\_type, marital status, type of sector, wage\_amount are the keys findings for annual turnover. Turnover, having phone with internet, education level and sector type and month worked are the keys findings on wage\_amount.



## **CHAPITRE 5: Conclusion and Recommendations**

### **5.1. Conclusion**

The main purpose of this study was to analyse and demonstrate key factors that contribute to gender differences in labor market outcomes in Rwanda. Overall, it was discovered that due to the laws, policies, programs, and institutional mechanisms put in place by the Rwandan government to achieve true gender equality, there are no gender gaps in several sectors in Rwanda. However, the findings of this study clearly reveal that gender gaps in labor market outcomes persist, putting women at a disadvantage in accessing paid employment and, as a result, having negative effects on economic growth.

The results obtained from analysis demonstrated that gender differences in labor market outcomes in Rwanda are caused by different factors such as: level of education, residential areas (urban and rural), contract type, and type of sector in which people are employed. As it was found, the indicated key factors impede female to have equal access to employment and income opportunities and male who are available for work and consequently put women at a disadvantage of accessing paid employment as it is likely to men.

According to 7 years Government programme of National Strategy for Transformation (NST1), one of the priorities under this programme aims to build a culture of solidarity and support for disadvantaged groups in order to strengthen and promote gender equality and ensure equal opportunities for all Rwandans. Gender mainstreaming across sectors, district policies, and funding will be used to achieve this.

## **5.2. Recommendations**

The findings show that gender differences are still persist in some sectors, Gender equality in labor market outcomes for both men and women is not only a human right, but it also helps to expand the economy and reduce poverty. It is in this regard we recommend that policy makers should emphasize on the implementation of policies that can eliminate the said factors which contribute to gender differences in labor market in Rwanda in order to increase women's access to paid employment, permanent worker and reduce the constraint on women's participation in the labor market. Furthermore, Rwanda's government and development partners must do everything possible to boost economic growth, particularly in sectors that will provide jobs for both men and women.

Finally, given the limitations of the data on labor market outcomes, it is recommended that National Institute of Statistics Rwanda should conduct deep and more surveys with complete information on gender differences in labor market outcomes in order to facilitate further studies which should be undertaken on this topic.

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## APPENDICES

### Appendix1: Stata output in form of figures

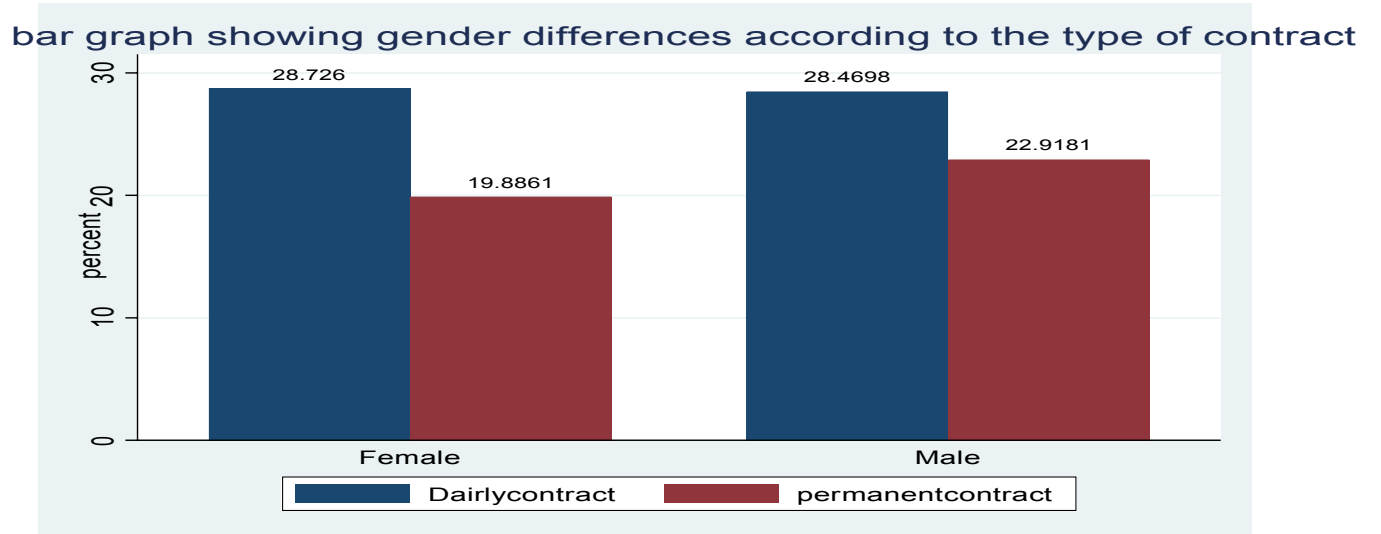


Figure 2: Gender differences in labor market outcomes according to the type of contract.

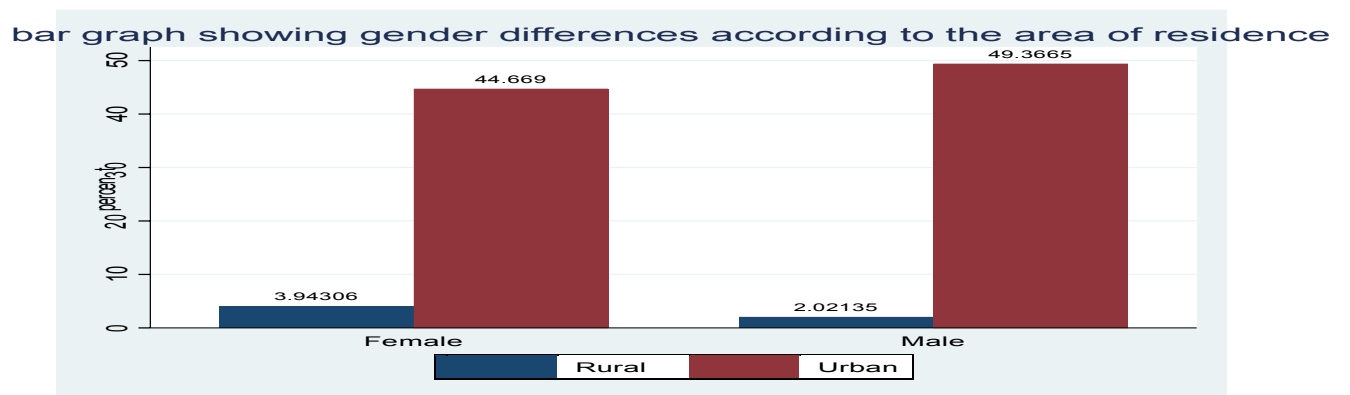
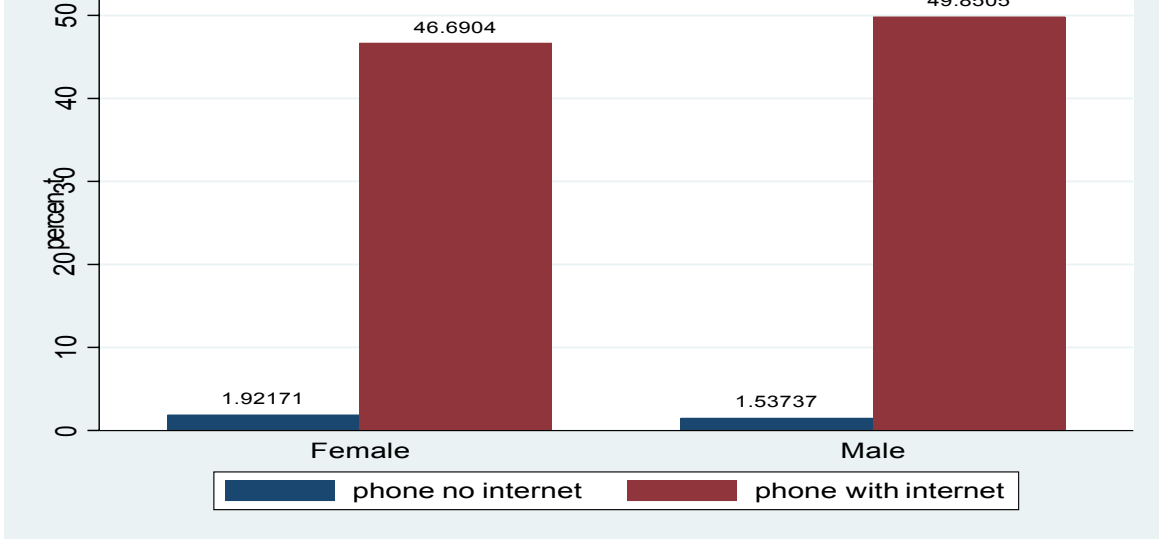


Figure3: Gender differences in labor market outcomes according to the area of residence

bar graph showing gender differences according to haveinternet\_phone



**Figure 4: Gender difference according to have the internet in phone**

## Appendix 2: Rcode used for data cleaning in Rprogramming

```
library(haven)
```

```
DATA2021A<- read_dta("C:/Users/KDT/Desktop/data2021thesis.dta ")
```

```
DATA2021A
```

```
library(summarytools)
```

```
library(VIM)
```

```
?KNN()
```

```
DATA2021A1<-kNN(DATA2021A, variable =  
c("s6dq32a","s6dq33a","s6dq34a","s8a1q3"),k=4)
```

```
DATA2021A1
```

```
DATA2021A2<-kNN(DATA2021A1, variable = c("s9dq3","s9dq2"),k=2)
```

```
DATA2021A2
```

```
DATA2021A3<-kNN(DATA2021A2, variable =  
c("s6bq13a","eid","s6bq5","s6bq09","s6bq11","s6bq10","s6cq17a"),k=7)
```

```
DATA2021A3
```

```
DATA2021A3$s4aq3W[DATA2021A3$s4aq3W=="no diploma"] <-0
```

```
DATA2021A3$s4aq3W[DATA2021A3$s4aq3W=="primary completed"] <-1
```

```
DATA2021A3$s4aq3W[DATA2021A3$s4aq3W == "Secondary completed"] <- 2
```

```
DATA2021A3$s4aq3W[DATA2021A3$s4aq3W == "Graduate completed"] <- 3
```

```
DATA2021A3$s4aq3W[DATA2021A3$s4aq3W == ""] <- NA
```

```
DATA2021A3
```

```
DATA2021A4 <- kNN(DATA2021A3, variable = c("s4aq3W"), k = 1, catFun = 'maxCat', metric =  
'nan_euclidean')
```

```
DATA2021A4
```

```
DATA2021A4$s6bq14m[DATA2021A4$s6bq14m == "privatesector"] <- "privatesector"
```

```
DATA2021A4$s4aq3W[DATA2021A4$s6bq14m == "publicsector"] <- "publicsector"
```

```
DATA2021A4$s6bq14m[DATA2021A4$s6bq14m == "notspecify"] <- "notspecify"
```

```
DATA2021A4$s6bq14m[DATA2021A4$s6bq14m == ""] <- NA
```

```
DATA2021A4
```

```
DATA2021A6 <- kNN(DATA2021A4, variable = c("s6bq14m"), k = 1, catFun = 'maxCat', metric =  
'nan_euclidean')
```

```
DATA2021A6
```

```
DATA2021A6$s6Cq16A[DATA2021A6$s6Cq16a == "Dairlycontract"] <- "dairlycontract"
```

```
DATA2021A6$s6Cq16A[DATA2021A4$s6cq16a == "permanentcontract"] <-  
"permanentcontract"
```

```
DATA2021A6$s6cq16a[DATA2021A4$s6cq16a == ""] <- NA
```

```
DATA2021A6$s6cq16a
```

```
DATA2021A7 <- kNN(DATA2021A6, variable = c("s6cq16a"), k=1, catFun = 'maxCat', metric =  
'nan_euclidean')
```

```
DATA2021A7
```

```
DATA2021A7$s4aq3W[DATA2021A7$s4aq3W == 0] <- "no diploma"
```

```
DATA2021A7$s4aq3W[DATA2021A7$s4aq3W == 1] <- "primary completed"
```

```
DATA2021A7$s4aq3W[DATA2021A7$s4aq3W == 2] <- "Secondary completed"
```

```
DATA2021A7$s4aq3W[DATA2021A7$s4aq3W == 3] <- "Graduate completed"
```

```
DATA2021A7$s4aq3W
```

```
DATA2021A8 <- kNN(DATA2021A7, variable = c("s4aq3W"), k=1, catFun = 'maxCat', metric =  
'nan_euclidean')
```

```
DATA2021A8
```

```
DATA2021A8$s1q4k[DATA2021A8$s1q4k == "single"] <- 0
```

```
DATA2021A8$s1q4k[DATA2021A8$s1q4k == "married"] <- 1
```

```
DATA2021A8$s1q4k[DATA2021A8$s1q4k == "widow"] <- 2
```

```
DATA2021A8$s1q4k[DATA2021A8$s1q4k == ""] <- NA
```

```
DATA2021A8$s1q4k
```



```
DATA2021A9<-kNN(DATA2021A8, variable = c ("s1q4k"),k=1, catFun = 'maxCat',metric =  
'nan_euclidean')
```

```
DATA2021A9
```

```
DATA2021A9$s1q4k[DATA2021A9$s1q4k == 0] <-"single"
```

```
DATA2021A9$s1q4k[DATA2021A9$s1q4k == 1] <-"married"
```

```
DATA2021A9$s1q4k[DATA2021A9$s1q4k == 2]<-"widow"
```

```
DATA2021A9$s1q4k
```

```
DATA2021A10<-kNN(DATA2021A9, variable = c ("s1q4k"),k=1, catFun = 'maxCat',metric =  
'nan_euclidean')
```

```
DATA2021A10
```

```
DATA2021A10$s4bq7p[DATA2021A10$s4bq7p="phone no internet"]<-"phone no internet"
```

```
DATA2021A10$s4bq7p[DATA2021A10$s4bq7p == "phone with internet"]<-"phone with  
internet"
```

```
DATA2021A10$s4bq7p[DATA2021A10$s4bq7p == ""]<-NA
```

```
DATA2021A10$s4bq7p
```

```
DATA2021A12<-kNN(DATA2021A10, variable = c ("s4bq7p"),k=1, catFun = 'maxCat',metric =  
'nan_euclidean')
```

```
DATA2021A12
```

```
DATA2021A12$s6dq24y[DATA2021A12$s6dq24y=="notregisteredinRRA"]<-  
"notregisteredinRRA"
```

```
DATA2021A12$s6dq24y[DATA2021A12$s6dq24y == "registeredinRRA "]<-"registeredinRRA  
"
```

```
DATA2021A12$s6dq24y[DATA2021A12$s6dq24y == ""]<-NA
```

```
DATA2021A12$s6dq24y
```

```
DATA2021A13<-kNN(DATA2021A12, variable = c("s6dq24y"),k=1, catFun = 'maxCat',metric  
= 'nan_euclidean')
```

```
DATA2021A13
```

```
DATA2021A13$s6dq26[DATA2021A13$s6dq26 == "Yes, individual loan"]<-"Yes, individual  
loan"
```

```
DATA2021A13$s6dq26[DATA2021A13$s6dq26 == "Yes, group loan"]<-"Yes, group loan "
```

```
DATA2021A13$s6dq26[DATA2021A13$s6dq26 == "No"]<-"No"
```

```
DATA2021A13$s6dq26[DATA2021A13$s6dq26 == ""]<-NA
```

```
DATA2021A13$s6dq26
```

```
DATA2021A14<-kNN(DATA2021A13, variable = c("s6dq26"),k=1, catFun = 'maxCat',metric =  
'nan_euclidean')
```

DATA2021A14

DATA2021A14\$s4bq9k[DATA2021A14\$s4bq9k == "Yes"]<-"Yes"

DATA2021A14\$s4bq9k[DATA2021A14\$s4bq9k == "No"]<-"No "

DATA2021A14\$s4bq9k [DATA2021A14\$s4bq9k == ""]<-NA

DATA2021A15<-kNN(DATA2021A14, variable = c ("s4bq9k"),k=1, catFun = 'maxCat',metric = 'nan\_euclidean')

DATA2021A15

DATA2021A15\$s6aq2[DATA2021A15\$s6aq2 == "Yes"]<-"Yes"

DATA2021A15\$s6aq2 [DATA2021A15\$s6aq2 == "No"]<-"No "

DATA2021A15\$s6aq2 [DATA2021A15\$s6aq2 == ""]<-NA

DATA2021A16<-kNN(DATA2021A15, variable = c ("s6aq2"),k=1, catFun = 'maxCat',metric = 'nan\_euclidean')

DATA2021A16

DATA2021A16\$s6aq4[DATA2021A16\$s6aq4 == "Yes"]<-"Yes"

DATA2021A16\$s6aq4 [DATA2021A16\$s6aq4 == "No"]<-"No "

DATA2021A16\$s6aq4 [DATA2021A16\$s6aq4 == ""]<-NA

DATA2021A17<-kNN(DATA2021A16, variable = c ("s6aq4"),k=1, catFun = 'maxCat',metric = 'nan\_euclidean')

DATA2021A17

DATA2021A17\$s6aq5[DATA2021A17\$s6aq5 == "Yes"]<-"Yes"

```
DATA2021A17$s6aq5[DATA2021A17$s6aq5 == "No"]<-"No "
```

```
DATA2021A17$s6aq5[DATA2021A17$s6aq5 == ""]<-NA
```

```
DATA2021A18<-kNN(DATA2021A17, variable = c ("s6aq5"),k=1, catFun = 'maxCat',metric =  
'nan_euclidean')
```

```
DATA2021A18
```

```
DATA2021A18$s6aq6[DATA2021A18$s6aq6 == "Yes"]<-"Yes"
```

```
DATA2021A18$s6aq6[DATA2021A18$s6aq6 == "No"]<-"No "
```

```
DATA2021A18$s6aq6[DATA2021A18$s6aq6 == ""]<-NA
```

```
DATA2021A19<-kNN(DATA2021A18, variable = c ("s6aq5"),k=1, catFun = 'maxCat',metric =  
'nan_euclidean')
```

```
DATA2021A19
```

```
require(foreign)
```

```
library(foreign)
```

```
write.dta(DATA2021A19,"Thesis_data.dta")
```

```
write_dta(DATA2021A19,"c:\\Users\\KDT\\Documents\\Thesis_data.dta")
```

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