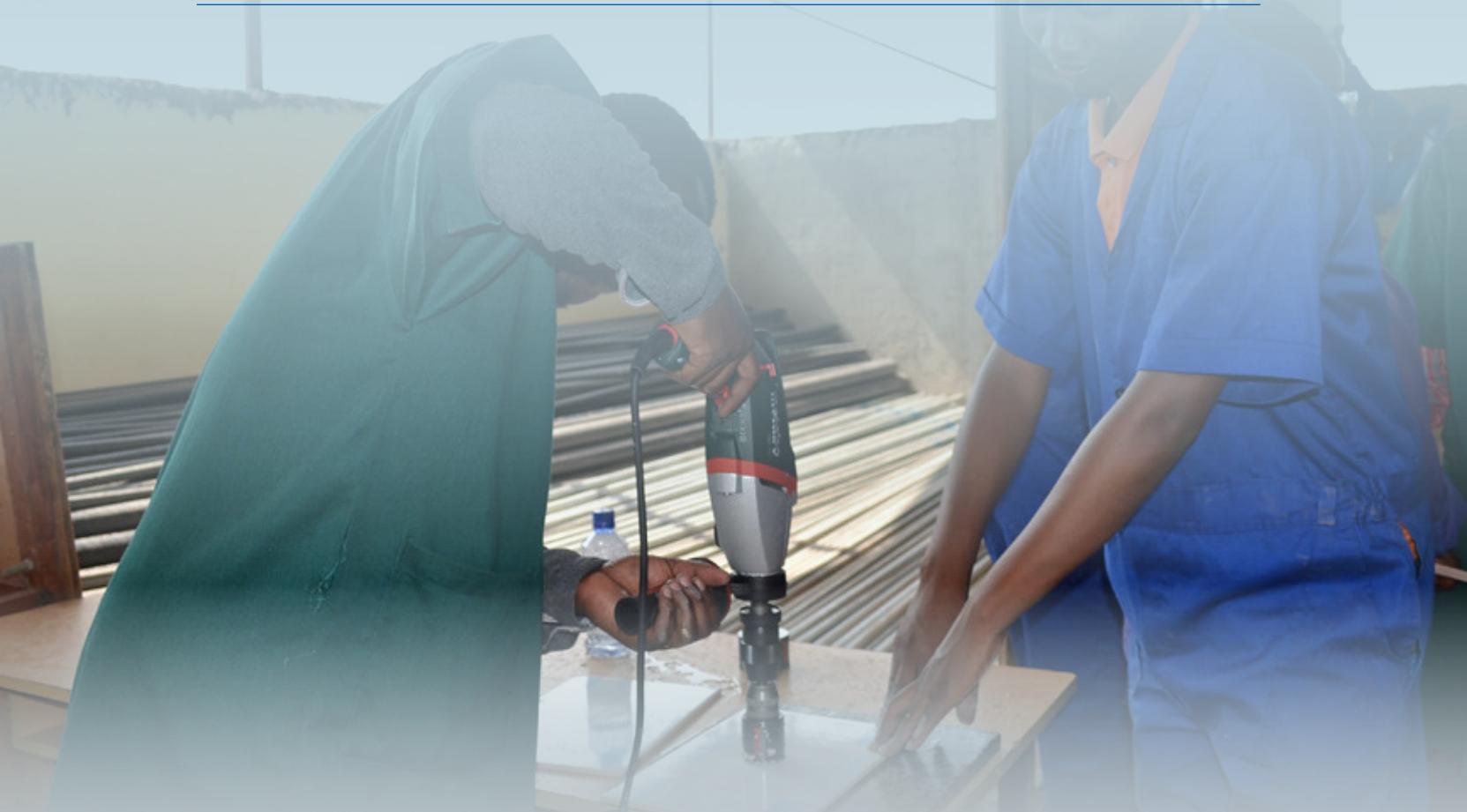

INSHAMAKE Y'ISESENGURA RYAKOZWE HIFASHISHIZWE UBUSHAKASHATSI KU MURIMO BWAKOZWE N'IKIGO CY'IGIHUGU CY'IBARURISHAMBARE HAGATI YA 2016 NA 2020



**SKILLS
RWANDA**

INSHAMAKE Y'ISESENGURA RYAKOZWE HIFASHISHIZWE UBUSHAKASHATSI KU MURIMO BWAKOZWE N'IKIGO CY'IGIHUGU CY'IBARURISHAMBARE HAGATI YA 2016 NA 2020

1. Iriburiro

Leta y' u Rwanda yashyize imbere ibikorwa bijyanye no kubaka ubushobozi ndetse no guhangya imirimo muri gahunda yihaye igamije iterambere. Muri Gahunda ya Guverinoma y'imyaka 7, Leta y' U Rwanda yihaye intego yo guhangya imirimo mishya ibyara inyungu igerwa nibura kuri 1.500.000 bivuzeko buri mwaka hazajya hahangwa imirimo mishya ibyara inyungu ingana na 214,285. Hari ingamba zashyizweho kugira ngo hihutishwe kugera kuri iyi ntego, harasabwa kandi kongera imbaraga mu bikorwa byose bijyanye no kwhihangira umurimo ku girango iyi ntego nyamukuru ibashe kugerwaho.

Byongeye, hashyizweho ingamba zitandukanye zigamije kongerera ubumenyi abagejeje igithe cyo gukora yaba abafite akazi n'abatagafite hagamijwe kwhihutisha kugera ku ntego z'igihugo zo kwhihutisha iterambere ry'ubukungu. Zimwe muri izo ngamba harimo kugirana ubufatanye n'urwego rw'abikorera hagamijwe gushyira mu bikorwa politiki ya leta yo kwigira ahakorerwa umurimo (Work place Learning); Hateganyijwe kandi no gukorana n'Urwego rw' Abikorera mu gukora isesengura rigamije kumenya ubumenyi bukenewe ku isoko ry'umurimo, kuvugurura intenganyanyigisho zikoreswa mu mashuri y'imyuga n'ubumenyingiro ndetse no kwigisha ibikenewe ku isoko ry'umurimo. Leta yashyize kandi imbaraga mu kwigisha siyansi n'imibare hagamijwe kwhihutisha iterambere binyuze mu bumenyi n'ikoranabuhanga.

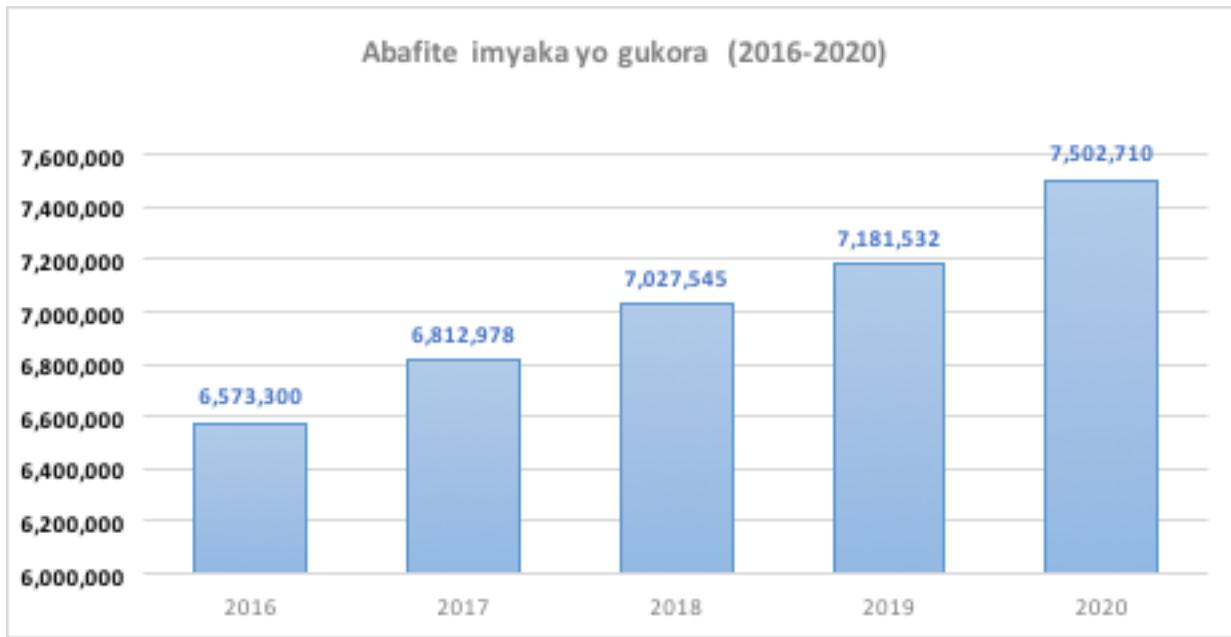
Leta y' U Rwanda yakomeje gushyiraho politiki n'ingamba zigamije kongerera abikorera amahirwe yo kubonera isoko ibyo bakora. Gahunda yo kwhihangira imirimo yaravuguruwe ndetse n'isomo ryo kwhihangira imirimo ryongewe mu nteganyanyigisho mu byiciro bitandukanye hagamije kwimakaza umuco wo kwhihangira umurimo mu banyarwanda. Hashyizweho kandi uburyo bwo gukurikirana no guteza imbere impano z'abanyeshuri bagaragaje impano hagamijwe kwimakaza umuco wo guhangya udushya mu rubyiruko by'umwihariko hashyirwaho ahagenewe guhangya udushya mu mashuri (Innovation Centres).

Umubare w'abafite akazi ugereranyije n'abagejeje imyaka yo gukora ndetse n'ikigero cy'ubushomeri ni bimwe mu bipimo bikoreswa mu kumenya ubushobozi bw'ubukungu mu guhangya imirimo. Dutanze ingero, iyo umusaruro mbumbe wiyoungereye, umubare w' abafite akazi ugereranyije n' abafite imyaka yo gukora uriyongera ndetse n' ikigero cy'ubushomeri kikagabanuka. Byongeye, ishoramari leta ikora mu buryo butandukanye by'umwihariko ishoramari rikorwa mu kubaka ibikorwa remezo, rituma umubare w'abafite akazi wiyoungera ndetse n'ikigero cy'ubushomeri kikagabanuka.

Umubare w'abaturage igihugu gifite n'ibyiciro bitandukanye barimo nicyo gipimo cy'ibanze giherwaho mu kumenya ishusho y'uko abari mu kazi, abazagakenera mu bihe bizaza ndetse n'abazajya mu kiruhuko cy'izabukuru mu bihe bitadukanye. Abaturange b'igihugu niwo mutungo w'igihugu by'umwihariko ku gihugu nk'u Rwanda gifite intego yo kubaka ubukungu bushingiye ku bumenyi. Mu rwego rw'ubukungu, abaturage bagejeje imyaka yo gukora bagira uruhare rufatika mu kuzamura umusaruro w'inganda by'umwihariko iyo bafite ubumenyi bukenewe mu bijyanye no gukora bigezweho mu nganda.

Muri iyi raporo, twibanze ku bipimo bikunze gukoreshwa cyane mu kugaragaza uko isoko ry'umurimo rihagaze. Hibanzwe mu kureba uko imibare kuri ibyo bipimo yagiye ihinduka mu myaka itanu ishize (2016-2020) hagamijwe kumenya impinduka zabaye , icyaziteye, imbogamizi ibyiciro bitandukanye bifite ndetse n'igikwiye gukorwa ngo izo mbogamizi zikemuke. Ibibimo byakoreshewe muri iri sesengura byemewe ku rwego mpuzamahanga muri 2013 (International Conference of Labour Statisticians, 2013).

2. Abafite imyaka yo gukora (2016-2020)



Inkomoko y'imibare yifashishijwe: Ubushakashatsi ku murimo, 2016-2020

Hagati ya Kanama 2016 na Kanama 2020, Umubare w'abafite imyaka yo gukora (16+) wagiye wiyyongera uva kuri miliyoni esheshatu n'ibihumbi Magana atanu (6.500.000) ugera kuri miliyoni zi zirindwi n'ibihumbi Magana atanu (7.500.000) ni ukuvuga impuzandengo y'abantu ibihumbi magana abiri (200,000) bageza imyaka yo gukora buri mwaka gusa habarirwamo n'abanyeshuri baba bakiri mu ishuri mu byiciro bitandukanye. Muri rusange abari ku isoko ry'umurimo baba bari mu byiciro bibiri bikuru ni ukuvuga abafite akazi n'abatagafite ariko bagashaka (Labour Force) ndetse n'abadafite akazi ariko batiteguye kugakora kubera impamvu zitandukanye (Outside Labour Force). Nk'uko ibyavuye muri iri sesengura ribigaragaza, hafi miliyoni enye (53%) z'abantu bagejeje imyaya yo gukora ni abagore mu gihe abagera kuri miliyoni eshatu n'igice (47%) ari abagabo.

3. Abafite akazi ndetse n'abatagafite ariko bagashaka (2016-2020)

Umubare w'abafite akazi ndetse n'abatagafite bagashaka ugereranyije n'umubare w'abanyarwanda bagejeje imyaka yo gukora wagiye wiyyongera uva kuri miliyoni 3.3 muri Kamana 2016 ugera kuri miliyoni 4.3 muri Kanama 2020 muri bo abagore bahwanye na miliyoni 2.4 (56%) mu gihe abagabo bahwanye na miliyoni 1.9 (46%).

Hagati ya 2016 na 2017, Umubare w'abafite akazi ndetse n'abatagafite bagashaka bagejeje imyaka yo gukora wiyyongereyeho abantu 271,616; hagati ya 2017 na 2018 wiyyongeraho abantu 188,080 mu gihe hagati ya 2018 na 2019 uwo mubare waragabanutse ugereranyije n'imyaka yabanje. Hagati ya Kanama 2019 na Kanama 2020, uwo mubare warazamatse cyane ugera ku bantu 502,022 ahanini biturutse ku ifungwa ry'amashuri byatumye abanyeshuri bafite imyaka yo gukora bashaka imirimo ibyara inyungu yo gukora mu gihe bari bategereje ko amashuri yonera gufungura.

4. Abadafite akazi bari hanze y'isoko ry'umurimo

Hashingiwe ku bipimo mpuzamahanga bikoreshwa, abafatwa nk'abadafite akazi bari hanze y'isoko ry'umurimo bashyirwa mu byiciro bitandukanye harimo abakora ubuhinzi bw'amaramuko, abacitse intege mu gushaka akazi, abanyeshuri ,abafite ubumuga butabemerera gukora ndetse n'abageze mu za bukur.

Muri Kanama 2020, ababarirwa muri ibyo byiciro byose byavuzwe haruguru bageraga kuri miliyon 3.1 harimo abantu miliyon 1.6 bakoraga ubuhinzi bw'amaramuko mu gihe abasigaye miliyon 1.5 batari bari mu bikorwa by'ubuhinzi bw'amaramuko.

5. Umubare w'abafite akazi (hatabariwemo abakora ubuhinzi bw'amaramuko)

Kuva muri kanama 2016, umubare w'abafite akazi (hatabariwemo abakora ubuhinzi bw'amaramuko) wariyongereye uva kuri 2,703,200 muri Kanama 2016 ugera kuri 3,667,611 muri Kanama 2020 bivuzeho ko imirimo mishya yahanzwe mu myaka ine (Kanama 2016-Kanama 2020) isaga 964,000 ihwanye n'impuzandengo y'imirimo mishya isaga 200,000 buri mwaka.

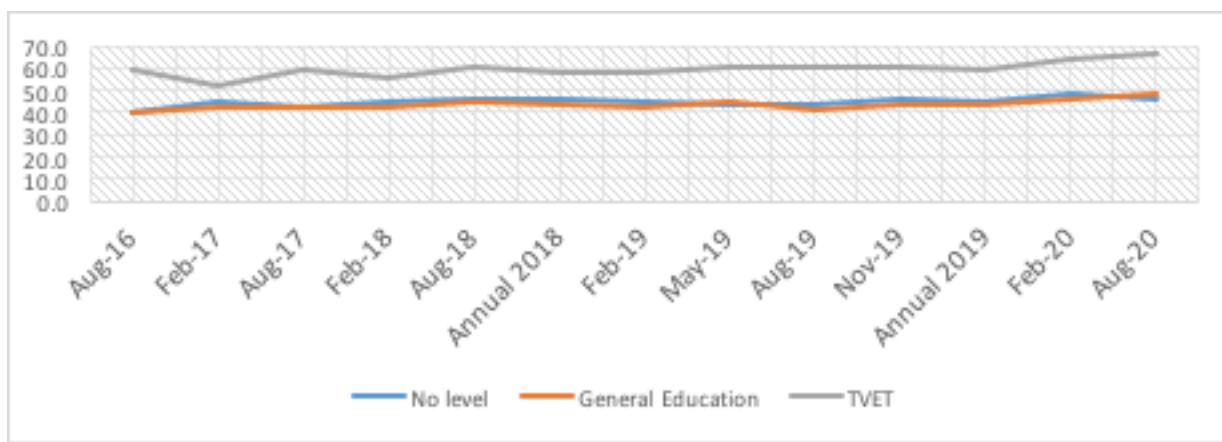
N'ubwo icyorezo cya COVID-19 cyagize ingaruka ku murimo mu byiciro bitandukanye by'ubukungu bw'igihugu, ijanisha ry'imirimo imaze guhangwa mu myaka ine ishize rirerekana ko intego Leta y'U Rwanda yihaye yo guhangwa imirimo mishya 1,500,000 ibyara inyungu hagati ya 2017-2024 izagerwaho.

6. Abafite akazi hagendewe ku byiciro bitandukanye by'amashuri

Nk'uko bigaragazwa n'ibyavuye mu bushakashatsi ku murimo bwakoze muri Kanama 2018, Ku bantu 3,667,611 bafite akazi, 75% bize amashuri abanza; 17.9% bize amashuri yisumbiye; 6.4% barangije amasomo mu mashuri makuru na za kaminuza.

Byongeye, 75% by'abangije kaminuza bafite akazi mugih 54% by'abangije amashuri yisumbuye bafite akazi naho 48% by'abagejeje imyaka yo gukora barangije amashuri abanza bafite akazi. Ijanisha ry'abafite akazi ugereranyije n'abafite imyaka yo gukora mu byiciro bitandukanye by'amashuri riracyari hasi kubera ko ababirimo baba bakiri ku ishuri.

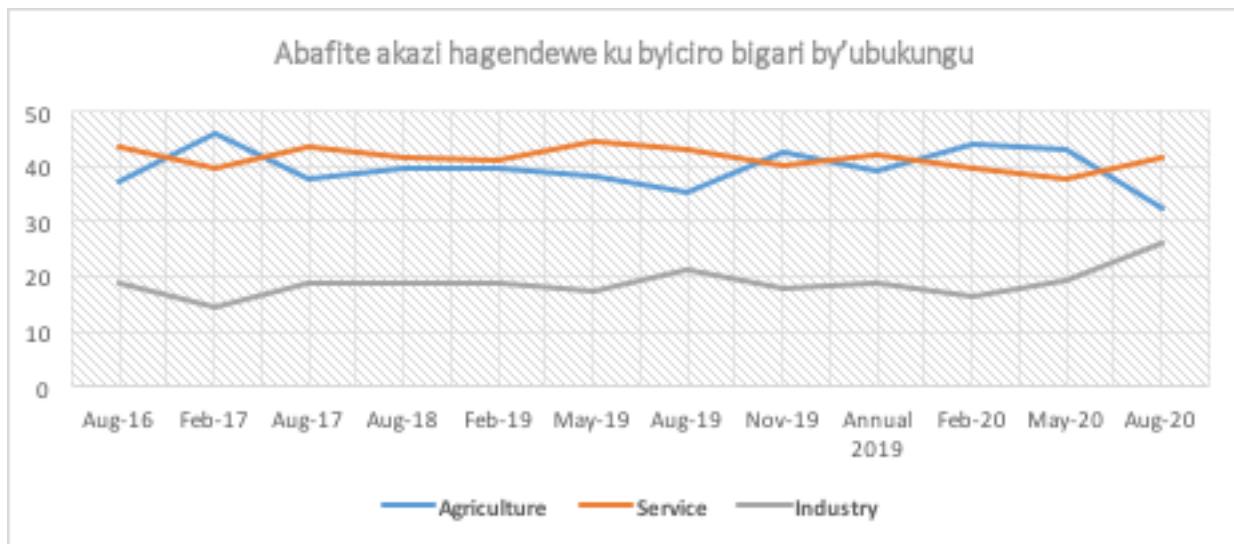
7. Ijanisha ry'umubare w'abafite akazi mu byiciro by'amashuri bitandukanye



Inkomoko y'imibare yifashishijwe: Ubushakashatsi ku murimo , 2016-2020

Ijanisha ry'abafite akazi ku bize imyunga n'ubumenyingiro ryavuye kuri 60% muri Kanama 2016 rigera kuri 65% muri Kanama 2020 mu gihe Ijanisha ry'abafite akazi ku bize amasomo rusange ryavuye kuri 39% muri Kanama 2016 rigera kuri 46% muri Kanama 2020. Nk'uko iri sesengura ribigaragaza, abize amasomo y'imyuga n'ubumenyingiro bafite amahirwe menshi yo kubona akazi ugereranyije n'abize amasomo rusange. Ibi bijane n'icyerekezo cya Leta y'Urwanda yo kongera abiga amashuri y'imyuga bakagera kuri 60% muri 2024.

8. Abafite akazi hagendewe ku byiciro bigari by'ubukungu



Inkomoko y'imibare yifashishijwe: Ubushakashatsi ku murimo , 2016-2020

Umubare munini w'abafite akazi bakora akazi kadasaba ubumenyi buhambaye ibi bikaba biterwa n'uko hari umubare munini w'abantu bagenda bava mu buhinzi bajya gukora mu rwego rwa serivisi ndetse n'inganda. Umubare munini ukunze kugaragara mu bakora imirimo yo gutanga serivisi no guceruza ndetse n'abakora akazi k'ubwanditsi.

9. Abakora imirimo itanditse

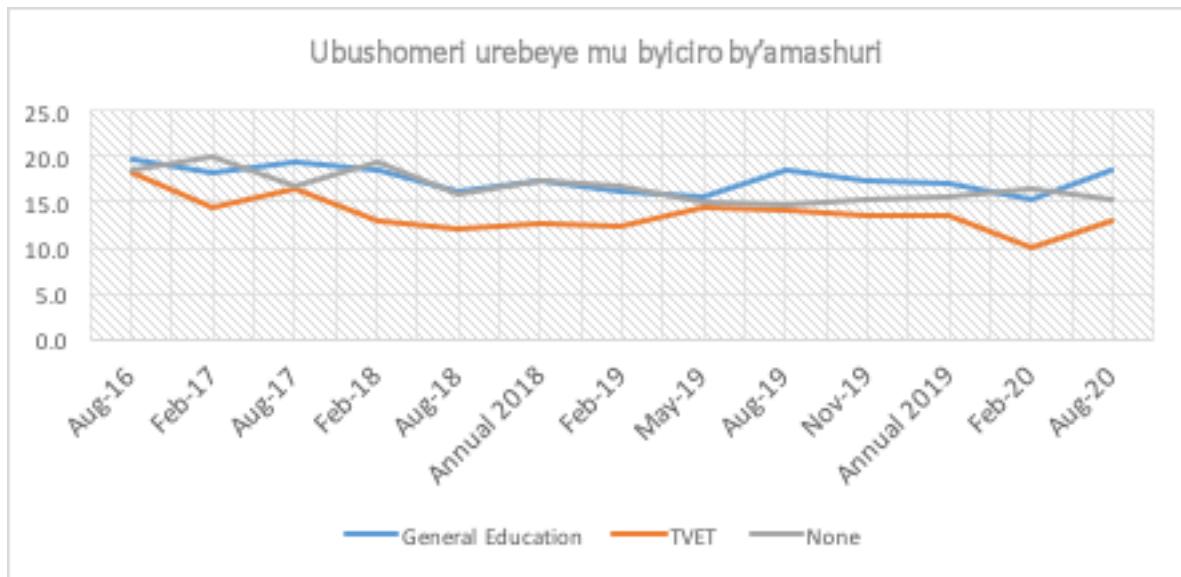
Nk'uko bigaragazwa n'ibyavuye mu bushakashatsi ku murimo bwakoze muri Kanama 2020, ijanisha ry'abakora imirimo itanditse (bakora badafite amasezerano y'umurimo, batishyurirwa ubwishingizi, batabona ikiruhuko kigenwa n'amategeko) ryavuye kuri 89% muri Kanama 2019 rigera kuri 92% muri Kanama 2020. Imwe mu mpamvu zatumye iringa janisha rizamuka ni igabanuka ry'imirimo yanditse ryatewe n'ingaruka COVID-19 yagize ku bakoresha nk'uko bigaragara ko hagati ya Kanama 2019 na Kanama 2020, ijanisha ry'abakora imirimo yanditse ryavuye ku 10% muri Kanama 2019 rigera kuri 7% muri Kanama 2020.

10. Ikigero cy'ubushomeri

Nk'uko bigaragazwa n'ibyavuye mu bushakashatsi ku murimo bwakoze muri Kanama 2020, ugereranyije n'indi myaka, ubushomeri bwarazamutse mu byiciro bitandukanye by'abafite imyaka yo gukora. Ugereranyije n'abantu bakuru (Imyaka 31+), ijanisha ry'ubushomeri mu rubyiruko ryari 20% mu gihe ubushomeri ku bantu bakuru bwari kuri 12%. Ijanisha ry'ubushomeri ryari hejuri ku bagore(26%) ugereranyije n'abagabo (16%) mu rubyiruko rufite imyaka yo gukora.

Hagati ya Kanama 2016 na Gashyantare 2020 ubushomeri bwavuye kuri 18% bugera kuri 13%. Mu bihembe byakurikiyeho bya 2020, ubushomeri bwarazamutse bugera kuri 22% kubera ingaruka za covid-19 ku byiciro bitandukanye by'imirimo. Nyuma yo korosha ingamba zo kurwanya covid-19 abantu bagasubira mu kazi, ubushomeri bwaragabanutse bugera kuri 16% muri Kanama 2020.

11. Ubushomeri urebeye mu byiciro by'amashuri



Inkomoko y'imibare yifashishijwe: Ubushakashatsi ku murimo, 2016-2020

Ikigero cy'ubushomeri kiri hejuri ku bize amasomo rusange ugeranyije n'abize amasomo y'imuga n'ubumenyingiro. Muri 2016, ijanisha ry'ubushomeri ryari 20% ku bize amasomo rusange mu gihe ryari 18% ku bize imyuga n'ubumenyingiro. Muri Kanama 2020, ijanisha ry'ubushomeri ryari kuri kuri 18.6% ku bize amasomo rusange naho kubize imyuga n'ubumenyingiro rikaba 13% .N'ubwo ubushomeri bwagiye bugabanuka mu byiciro byombi, ijanisha ry'ubushomeri ryakomeje kuba hejuru ku bize amasomo rusange ugereranyije n'abize imyuga n'ubumenyingiro.

Ubushomeri ndetse no gukora amasaha make bidindiza ubukungu bw'igihugu. Muri 2016, 29.8% by'abafite akazi bakoraga amasaha make ugereranije n'igipimo fatizo (bakoraga musi y'amasaha 35). Umubare warazamutse cyane hagati ya Gashyantare na Gicurasi 2020 kubera ingaruka za covid-19. Muri kamana 2020, ijanisha ry'abakoraga amasaha make ugeranyijwe n'igipimo fatizo ryari kuri 31% by'abafite akazi. Uwo mubare kandi uri hejuru mu cyaro ugeranyije no mu mugi ndetse ukaba hejuru ku bagore ugereranyije n'abagabo.

12. Inama ku byakorwa ngo ikigero cy'ubushomeri kigabanuke

1. Gushyiraho ibihembo ku banyeshuri ndetse n'ibigo byabaye indashyikirwa mu mashuri y'imyuga n'ubumenyingiro ndetse n'amakuru hagamijwe guteza imbere umuco wo guhangya udushya n'umurimo unoze by'umwihariko ku rubyiruko;
2. Kunoza imikoranire n'urwego rw'abikorera hagamijwe kongerera imbaraga no kurushaho kunoza gahunda y'imenyerezamwuga ku banyeshuri bimenyereza umwuga mu byiciro bitandukanye , abigira ku kazi ndetse n'urubyiruko rugitangira umwuga mu byiciro bitandukanye by'umurimo;
3. kurushaho kunoza imikoranire hagati ya leta n'uwego rw'abikorera hagamijwe gushyira mu bikorwa politiki ya leta yo kwimenyereza umwuga no kwigira ku kazi. Ibi bizafasha kugabanya ubushomeri ndetse n'icyuho hagati y'ibigishwa ndetse n'ibikenewe ku isoko ry'umurimo;
4. Kugirana ubufatanye n'inganda zateye imbere hagamijwe gushakira abiga imyuga n'ubumenyingiro, siyansi na tekinoloji aho bakorera imenyerezamwuga;
5. Kongerera imbabaraga gahunda zigamije korohereza ba rwimezamirimo bato kubona igishoro. Aha twavuga nka gahunda y'ikodesha-gurisha muri rusange ndetse n'abize inyuga n'ubumenyingiro by'umwihariko. Birasaba kandi ko inzego z'ibanze zifasha ba rwiyemezamirimo kubona isoko kugira ngo ibyo bakora bibashe kuramba;
6. Kurushaho kongera imbaraga mu gusesengura no guhanahana amakuru y'uko isoko ry'umurimo rihamaze ndetse no kuyakoresha mu kubonera ibisubizo ibibazo byagarajwe n'abafanyakorwa batandukanye ku isoko ry'umurimo;
7. Kongerera ubushobozi abahinzi bato binyuze mu kubafasha kubona igishoro no kongerera agaciro ibyo bakora ndetse no kubafasha kubibonera isoko;
8. Kuzamura ireme ry'uburezi mu mashuri y'imyuga n'ubumenyingiro hagendewe ku bipimo mpuzampahanga, kwigira ku mashuri n'ibigo by'indashyikirwa mu karere no ku rwego mpuzamahanga ndetse no gushyira mu bikorwa politiki ya leta yo kwigira ku kazi no kwimenyereza umwuga.



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