



International
Labour
Organization



African
Union



DECENT JOBS
FOR YOUTH

**BOOSTING
DECENT JOBS AND
ENHANCING SKILLS
FOR YOUTH IN
RWANDA'S DIGITAL
ECONOMY**





The programme

Many young Africans face barriers to accessing decent work, which the COVID-19 pandemic has only made worse. At the same time, **the digital transformation of Africa has potential to create new jobs in the digital economy and to build back better.**

The International Labour Organization (ILO) and the International Telecommunication Union (ITU) - in support of the African Union (AU) and under the umbrella of the Global Initiative on Decent Jobs for Youth - are implementing a programme to create decent employment and enhance skills for youth in Africa's digital economy.

The project

Name: Boosting decent jobs and enhancing skills for youth in Rwanda's digital economy

Location: Kigali and the secondary cities of Huye, Muhanga, Musanze, Nyagatare, Rubavu and Rusizi

Duration: 2021–2025

Implementing partners: ILO and ITU

Contact: jdey@ilo.org and itu-ro-africa@itu.int

Fast facts



Youth population

3.1 million

aged 16 to 30 (2017)



Share of youth not in employment, education or training (NEET):

32.8%

27.5% men | 37.8% women
aged 15 to 24 (2019)



ICT sector share of GDP:

1.4%

(2020)



Internet usage

22%

of the population using the internet (2017)

43

active mobile internet subscriptions per 100 inhabitants (2020)

Youth employment challenges and opportunities

Rwanda is a very youthful country: nearly 27% of its population is 16 to 30 years old. However, a quarter of these young people are unemployed and many are in working poverty. Economic growth has not resulted in sufficient decent job creation, and young people's skills often do not match the jobs that are available.

The digital economy presents opportunities for job creation, entrepreneurship and economic growth. **Rwanda is a leader among East African nations in terms of its readiness to leverage ICTs to boost growth and competitiveness.** The ICT sector alone is projected to employ 100,000 workers by 2035.

With access to digital skills, markets, networks, finance, information and representation, youth in Rwanda will both benefit from and contribute to their country's digital transformation and development.

Our goal

The goal of the project is to enable more young people in Rwanda to access decent jobs in the digital economy.

We aim to strengthen institutional capacity to design and deliver policies and services to boost decent jobs and enhance skills for youth. The project directly benefits young people aged 16 to 30 with a special focus on young women, non-skilled and semi-skilled youth.

Our approach

We will achieve our goal through an iterative cycle of:

- Interventions to promote employment opportunities, digital skills and employment services
- Providing policy advice using new diagnostic tools and data
- Establishing partnerships and networks

KEY ELEMENTS INCLUDE:

- **Part 1:** Promote entrepreneurship and job opportunities for youth

We incentivize employers to host technical and ICT graduates and provide tech-entrepreneurship business advisory services to youth. We identify opportunities for creating business process outsourcing jobs for youth in the ICT, logistics and other service sectors, and link young people to national and international opportunities for virtual freelance work.

- **Part 2:** Transform digital and entrepreneurship skills training, equipping young people with market-oriented digital skills

We foster private sector involvement in digital skills development and are partnering with business incubation centres, employment service centres and other training providers to provide digital skills training to young entrepreneurs. We are partnering with employers in the digital space to establish an ICT and innovation apprenticeship scheme that provides young people with low educational attainment opportunities for work-based learning.

- **Part 3:** Modernize employment services and introduce a digital internship programme, improving outcomes for young jobseekers and employers

We help employment service centres provide online coaching, mentoring and training services to youth by training staff and introducing new digital tools and systems. A digital internship programme is being introduced to link graduates of technical and vocational education and training (TVET) and higher learning institutions to the job market in the digital economy. The career and vocational guidance offered in schools is also being improved to include a focus on digital skills development and job opportunities in the digital economy.

- **Part 4:** Use new diagnostic tools and data showing what best boosts youth employment, to provide policy advice and shape youth employment interventions

We build national capacity to conduct labour market assessments and to provide information on digital skills availability and needs, as well as job creation opportunities in Rwanda's digital economy. This data will support the provision of evidence-based policy advice and the revision of skills development curricula. The knowledge gained through the project will be shared nationally and regionally with other countries participating in the programme and through the Global Initiative on Decent Jobs for Youth and youth-led organizations and networks, such as SDG youth networks and Generation Connect Africa Youth Groups.

- **Part 5: Establish partnerships and networks**

Working strengthen collaboration across sectors to support an enabling legal and policy environment for digital entrepreneurship, digital infrastructure development and the operationalization of ICT incubation centres and innovation hubs. We are also supporting the establishment of a regional forum on digital jobs for young people highlighting the importance of digital skills for youth employment and the rights and responsibilities of young workers in the digital economy.

Actions and achievements

In 2021, following a series of consultations and workshops with representatives from the federal government, workers' and employers' organizations, academia, development partners and youth-led organisations, we validated the project plan.

The project will kick off in 2022 with a pilot implementation period.

Several actions are planned:

- **Digital economy assessment** focused on Rwanda's six secondary cities, taking stock of skills needs and the existing skills of youth, identifying opportunities for job creation and entrepreneurship promotion in the digital economy
- **Establishment of a National Steering Committee and Technical Working Group**, continuing the engagement of key stakeholders in the implementation of the project

Support our work

Are you ready to invest in decent jobs and skills for youth in Rwanda?

We are looking for partners who can:

- Provide **financial and technical support** to implement the project
- Engage public and private partners to establish **partnerships and networks**, which will attract additional investments

If you are interested in supporting our work, email us at jdey@ilo.org or itu-ro-africa@itu.int

