



JOB IN RWANDA ANNUAL SURVEY- 2017 REPORT

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Table of contents

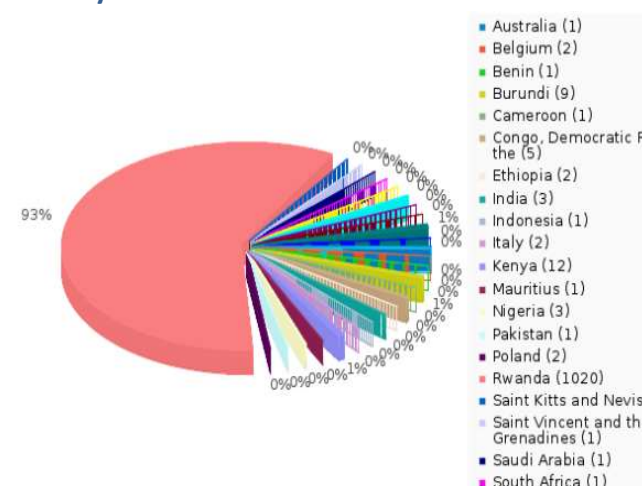
Summary	3
Country of residence	3
Nationality	4
Gender	4
Age groups	5
Education	5
Area of expertise & qualifications	6
Professional Experience.....	6
Employment Status	7
How many applicants receive a feedback or are hired every year	7
Sample of remarks and suggestions.....	9

Summary

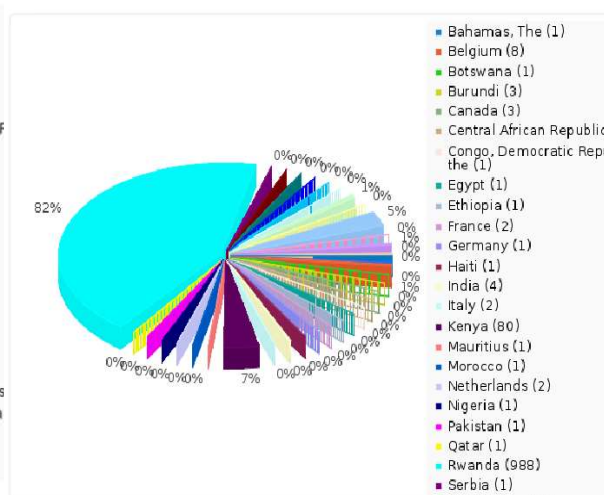
JiR Ltd conducted his annual survey in January 2018 on jobseekers. The total of our survey participants is **1,245**. The survey results are analyzed in this report, and will be compared with results from the survey carried out in 2012.

The main objective of this annual survey is to collect current data on the size and characteristics of employment, unemployment and other labor market characteristics of Job in Rwanda website users (www.jobinrwanda.com). Another important objective of this survey is to assess among the jobs we publish every year, how many of them are occupied by our website users and therefore find out how many jobseekers found a job via our portal.

Country of residence



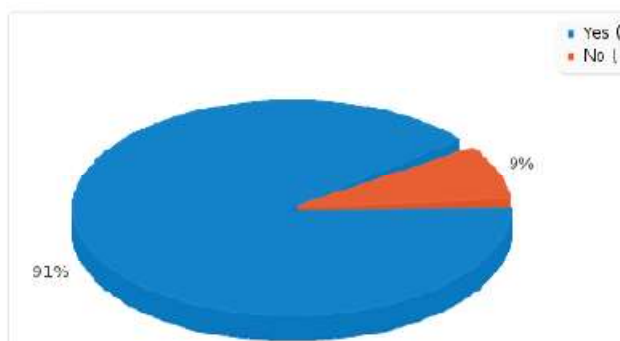
Country of residence, 2017



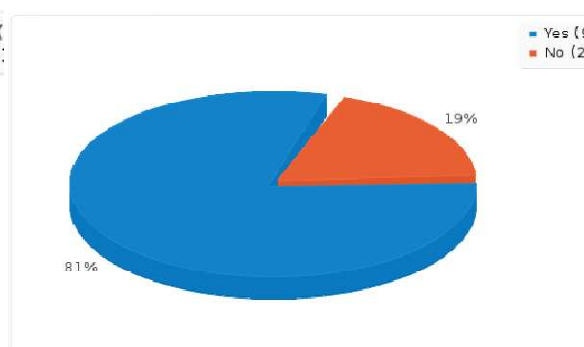
Country of residence, 2012

93 % of the survey participants live in Rwanda, the rest are in other different countries. Participants living in foreign countries are from the Rwandan community abroad, or neighboring countries. That percentage of participant living in Rwanda has increased by 10 % compared to 2012, due to participants from abroad who have decreased.

Nationality



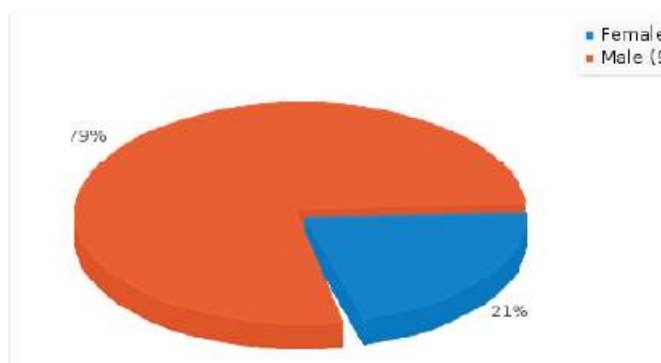
Users by nationality in 2017



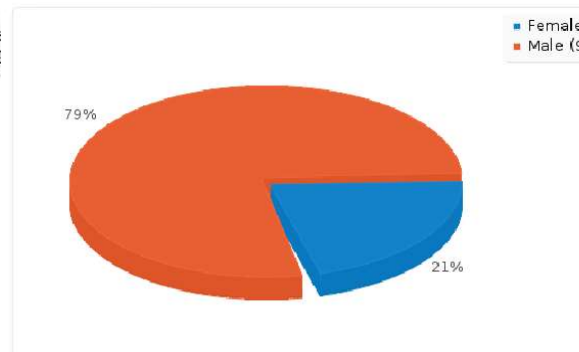
Users by nationality in 2012

More than 90% of people who completed the survey have a Rwandan nationality, 8% have other nationalities. Compared to 2012, foreign users have decreased by 10 %, meaning that the website is attracting more and more Rwandans.

Gender



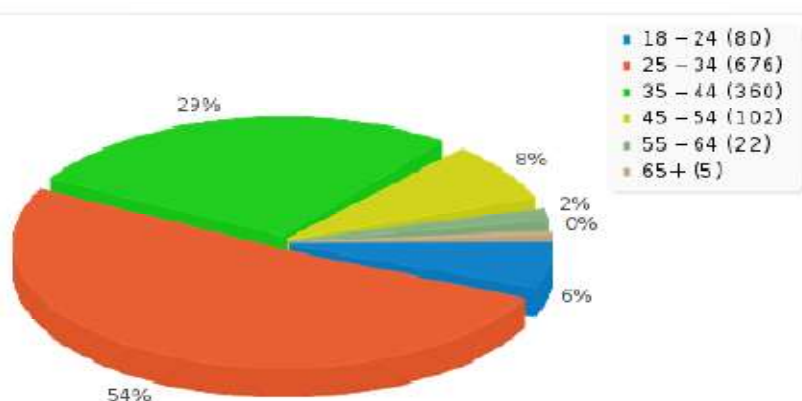
Users by gender in 2017



Users by gender in 2012

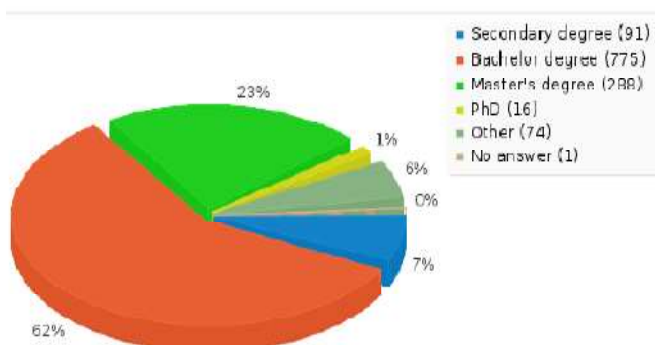
The majority of our platform users are male, 79% are male and 21% are female. The low number of female users has not changed since 2012!

Age groups

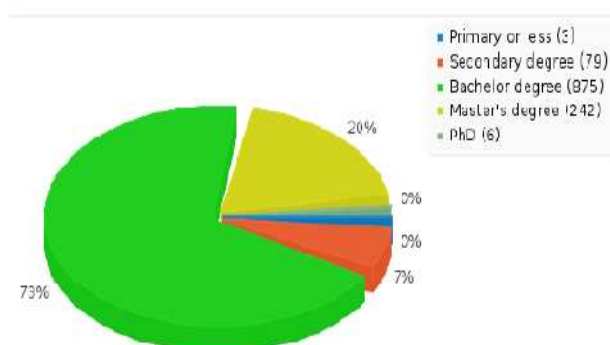


Our platform is mostly used by people who have between 25-34 years, 54% represent that group of age. The second proportion of users is 35 – 44 years which represents 29% of the total users. Both age categories represent more than 80% of Job in Rwanda website visitors. Unfortunately, we have no comparison point since this question was not part of the previous surveys.

Education



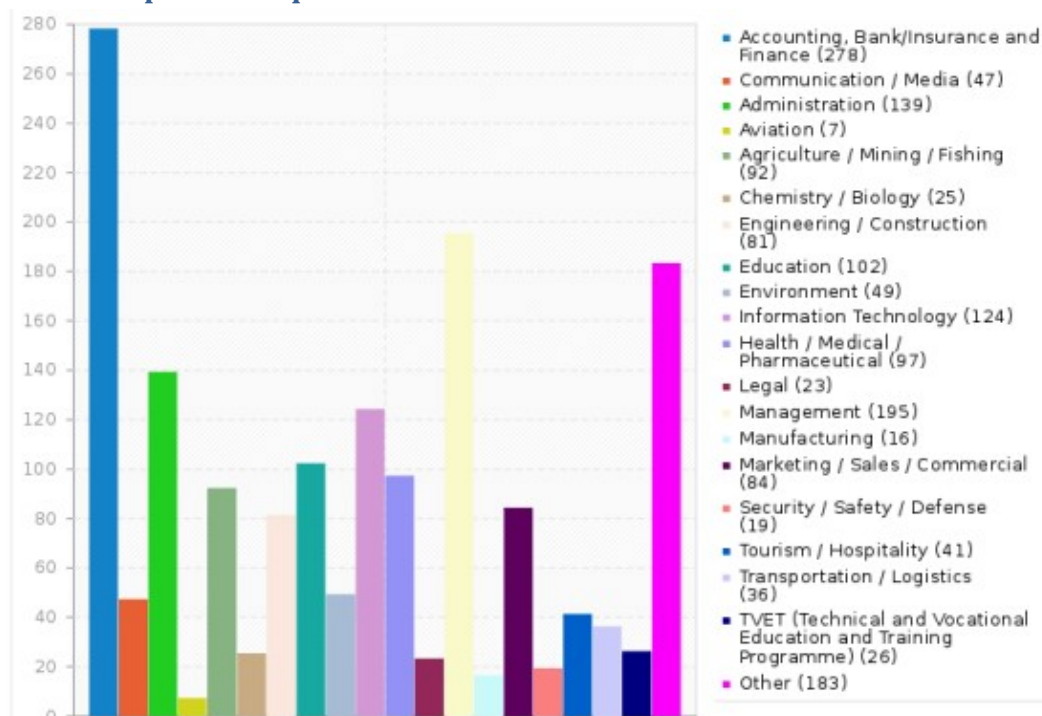
Users by education level in 2017



Users by education level in 2012

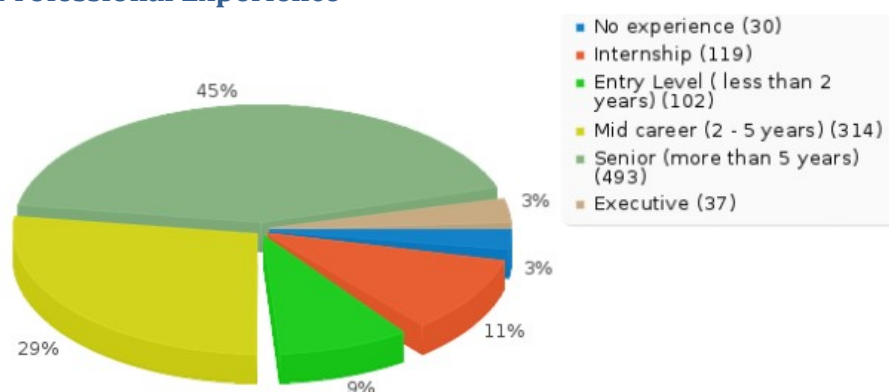
Around 62% of our website users have a bachelor degree, a decrease of around 11% in comparison with 2012. There is also a significant increase of users with a Master's degree, from 20% in 2012 to 23% in 2017.

Area of expertise & qualifications



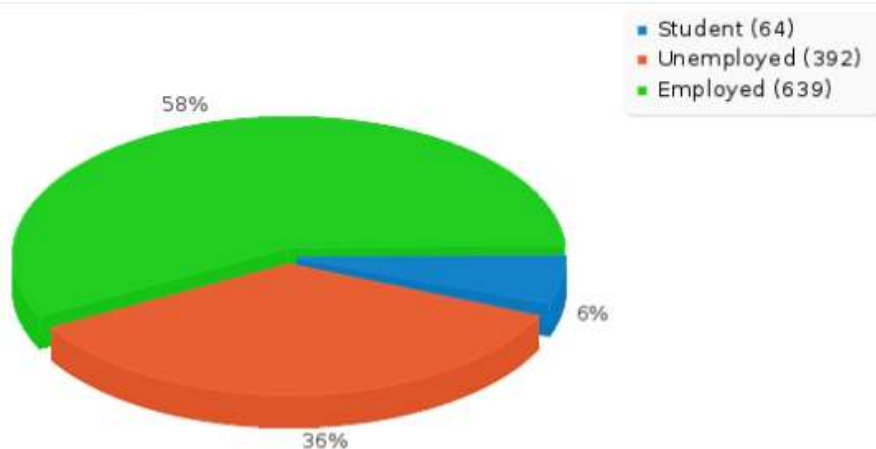
Many of our website users are experts in accounting, bank/insurance and finance. These proportions have not significantly changed since 2012.

Professional Experience



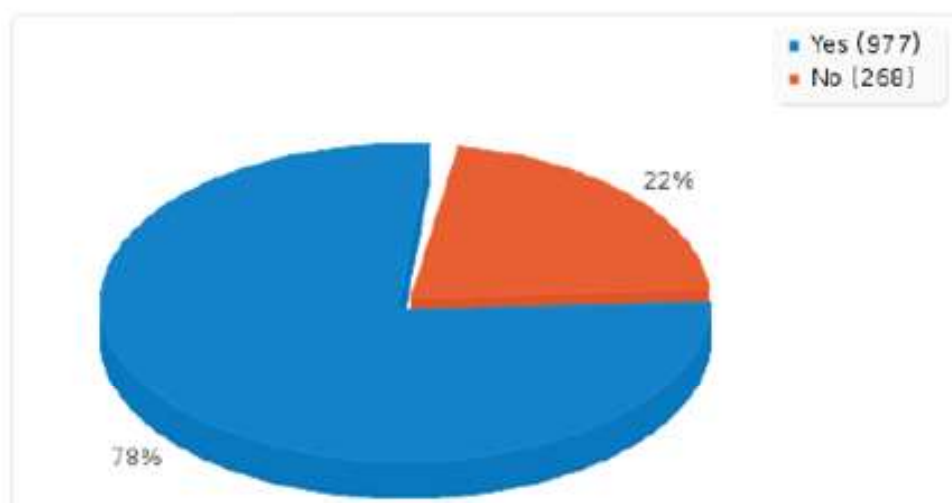
Almost half of our platform users, 45% have more than 5 years of experience. Together with the mid-careers (2-5 years of experience), that makes more than 70% of all users who have a relevant professional experience. In contrary to what can be a general assumption, the entry level users (less than 2 years of experience) represent around 10% of the total visitors. This question was not part of questions asked in the previous surveys, so we have no previous comparison data.

Employment Status

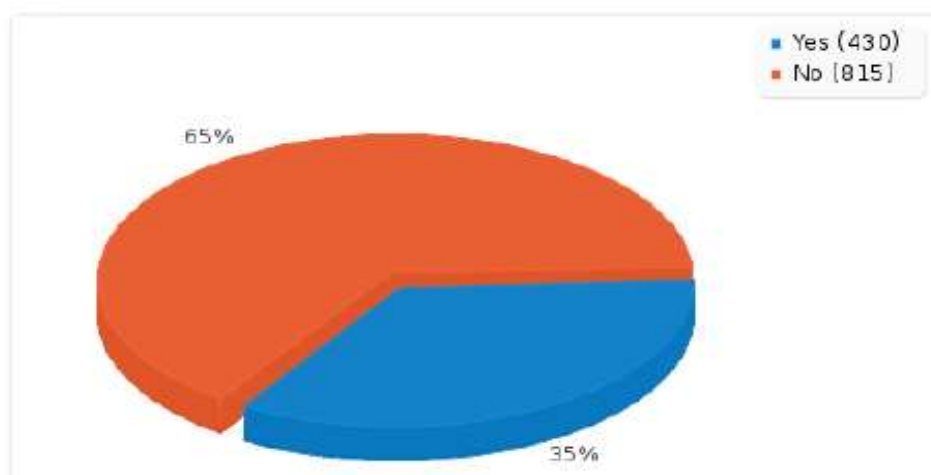


More than 50% of the survey participants are employed, and these figures remain similar to those from the previous surveys.

How many applicants receive a feedback or are hired every year

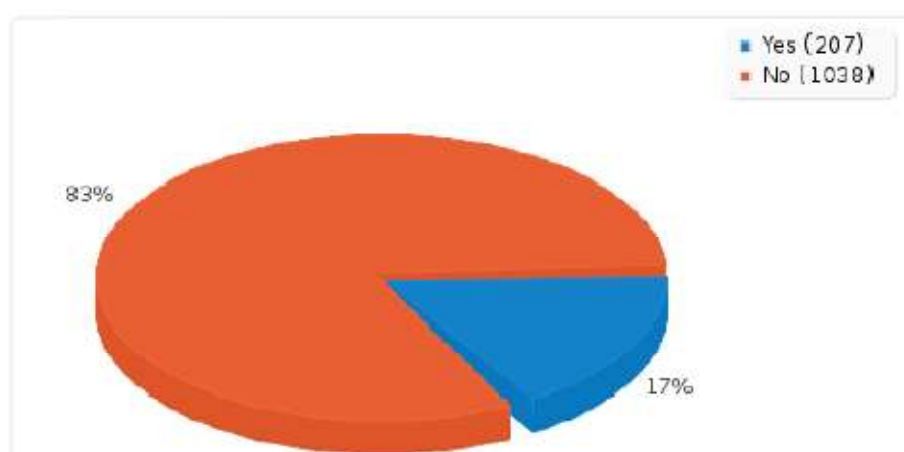


78% of our survey participants have already used our website to apply for jobs advertised.



This figure shows the number of applicants who have been contacted or interviewed by an employer following an application via Job in Rwanda website. This percentage is to analyze together with the figures above representing the number of survey participants who have applied via our website. This means that we have 430 users over 977, which represent **44% of the total users who receive a feedback of an employer after an application via our website**. 35% represents the number of participants who received a feedback over the total number of participants.

More positive news is that this percentage has significantly increased, from around 26% in 2012 to 44% this year. This is a clear message that employers have become aware of the importance of providing feedback to jobseekers who have applied on jobs available in their companies.



This graphic shows the number of jobseekers who got a job after they have applied via our website. Again, 17% is over the total number of participants, knowing that some of them have never used our website to apply for jobs. Therefore, the corrected percentage of applicants who are hired is obtained by taking 207 over 977, which gives **21% of users who found a job using our website**. As a point of

comparison, we were at about 9% of our survey participants who had found a job via our website in 2012.

Sample of remarks and suggestions

No.	Comment
1	<p>I am glad i knew your website, because you are more helpful to us in terms of finding the jobs. Keep it up your better work for always. God bless your whole team!</p> <p>I am so satisfied by your work,u help many people to be update on job market,tenders... What i can suggest it to publish also government job position. Keep it up</p>
2	<p>We are very happy for Job in Rwanda services. We suggest that you may interest many institutions to advertise their Jobs in Job in Rwanda, because there are some job opportunities we miss on Job in Rwanda. Thank you.</p> <p>Very good to use the web site of job in Rwanda but it will be so better than now when you will help your followers to know how many who have selected on writting exams and intervieu to chek the outcome of your website and connect to the someones who are not selected on exam but applied on certain position via your web site. thank you!</p>
3	<p>Dear Job in Rwanda, thanks for the services you provide for us for finding new jobs across the country,but this year please be kind to give a feedback of the application or if you judge that the CV or Cover letter is not enough it could be more efficient if you can coment a litle bit so that the person can emprove on his applications next time. Regards.</p>
4	<p>I used to search information on job opportunities and directed to the employer's website for application. Thus, the question have you ever been applied via job in rwanda is confused because if I don't use the link of job in rwanda to apply,I applied after seeing info from Jobin rwanda. So two weeks ago I have found a job and thank job in rwanda for that. God bless your job.</p>
5	<p>I would like to recommend Job in Rwanda team to make it an obligation to all employers whose job vacancy are posted on website to compulsorily let applicants submit their documents online to ease application process. Again, in my view, shortlisted candidates should be posted on Job in Rwanda website in order to be letting others know this website's reliability with regard to job searching. Thank you!</p>
6	<p>I really appreciate this platform, the work you are doing is commendable. I always visit your website while looking for job and sometimes I got selected for written exams and interviews. For improvement, sometimes new jobs and old ones are mixed which makes it difficult to find them. In this regard, try to filter new added jobs to appear on top. You should also consider improve the search function. Even when you type the correct key word or job category, the search result is not accurate. Anyway keep up the good work you are doing.</p>
7	<p>Hello Jobinrwanda family, I really appreciate your work.You are doing a great job so far.But we still need this service of CV and cover letter writing. This will help the job seekers to increase their changes to get jobs from here. And i managed myself to contact one of the jobinrwanda staff asking if you provide the CV review/writing service and she told me that you don'y have this service yet but that you are planning to do it very soon. We can't wait this service as most of the job seekers lose their dreaming jobs because of these two. Thank you for your work and we hope to get more from you soon. God bless you. Kind regards.</p>

8 I have been always use this website since, i was in Rwanda and one time i have been hired by one of big NGO operate in Rwanda. this is my time to thank you. but recently the time i was in Kigali (September 2017) some fake news was displayed on this web, many times where people form the fake NGOs and want to hire some Rwandans, many job seekers at the time include after dropping our C.V. we have been contacted by some of them. where they want some money in order to get job for the fake NGOs. i remember it happen to me and my colleague. so you have to check the existence of the job adverts in some extance. i will use it again after my studies. thank you

9 Dear Sir/Madam, really this website is very important for for more information about the jobs but,i have never seen any person that found a job from this website. here in RWANDA get a job does not require high level of skills or education but to be known by someone who his powerful to recommend you. through my research or number of employed people, they said that 98% find a job by recommendation. i think if job in Rwanda management are the one to recruit for the employer it can be better, because you do written exam and succeed at high revel but, there is an interview which i can say that is a tool of eliminating someone that you don't want. ok thank you for help us to know where there are jobs, you do your best.

10 Actually you do a useful job for job seekers! However there are some fraudulent job posting still available on your website . I say this because i experienced 2 cases from jobinrwanda last year where i applied for a job online and shortlisted by notification sending me a text message informing the date and venue of test! So, arriving there i found several others came across the country waiting for long time but none came!!...and we learnt from the personnel of the venue (hotel)that they had no booking request for the issue that it's very sad!! After all such companies do not exist!! We realised there is a huge fraud for people using that to attract weak job seekers who give bribe in advance hoping to get a job after such fake recruitment !!

So, u might be aware of such scenarios to make sure your clients bring right job posting or not! ok, thanks and move forward for your the great job !!

11 Please tell your clients to try their best to get back to applicant about the result of their application , whatever the results are. When I apply and the organization doesn't react to my application, I have the feeling that maybe Jobin Rwanda didn't submit my application (which is not good for your name) or the organization didn't value it because I have applied through your website. And please because jobinrwanda is playing a role of mediator or commissioner, you are well positioned to advise your clients on the issue of not communicating the result of application to the applicants or the result after interview, it is not professional, One can no longer trust their services, or yours as jobinrwanda, Iveould think you are teasing me and you make me lose my time. Unfortunately tha's What many of your clients are doing. Please spread the message. Would you like create a system or link as you did with application , where you can ask your clients to answer to their applicant about result throug it? Maybe technology can do that. Otherwise your website is friendly, the signal is good, thank you for the job you do to help people overcome unemployment. Good job. Hope to improve that in 2018.