



**STATISTICS REPORT FOR TELECOM, MEDIA AND
BROADCASTING SECTOR AS OF THE THIRD QUARTER
(JULY-SEPTEMBER) OF THE YEAR 2023**

Disclaimer: Information provided in this report is subject to alteration in case of any revision or update deemed necessary.

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REPORT SUMMARY

This report compiles the information from telecom operators, 4G wholesaler, Internet Service Providers (ISPs), Media and Broadcasting operators as per their license obligations for the period starting from 1st July to 30th September 2023.

Table 1: Key ICT indicators

INDICATORS	Q2 2023	Q3 2023	% change between Q2-23 and Q3-23
SUBSCRIPTIONS			
Mobile subscriptions	11,714,982	12,538,106	7.03
Fixed subscriptions	7,128	9,175	28.72
Mobile (SIM) penetration rate (%)	87.43	93.04	6.42
Fixed telephone penetration rate (%)	0.053	0.068	27.99
VOICE TRAFFIC IN MINUTES			
On-Net Voice Traffic	5,750,323,616	6,186,854,069	7.59
Outgoing Off-Net Voice Traffic	2,601,995,799	3,114,700,163	19.70
International Outgoing mobile voice traffic	8,707,757	9,287,266	6.66
International Incoming mobile voice traffic	9,990,356	15,696,644	57.12
ROAMING SUBSCRIBERS			
Average Roaming-in (Foreign subscribers)	534,493	611,263	14.36
Average Roaming-Out (Own subscribers)	468,237	549,896	17.44
ROAMING TRAFFIC			
Total incoming minutes received by roamers	119,850,184	136,891,387	14.22
Total outgoing minutes made by roamers	2,888,900	2,876,585	-0.43
SMS TRAFFIC			
On-net SMS	743,487,545	846,947,976	13.92
Outgoing Off-net SMS	119,492,805	144,133,466	20.62
Outgoing International SMS	840,400	926,975	10.30
Incoming International SMS	1,448,456	504,740	-65.15
DATA/INTERNET			
Internet subscriptions	8,770,952	9,352,218	6.63
Internet subscriptions per 100 inhabitants	65.46	69.40	6.02
Equipped international internet bandwidth (Mbps)	227,954	301,604	32.31
Used international internet bandwidth (Mbps)	131,342	159,005	21.06
MEDIA AND BROADCASTING			
Number of Television stations	20	17	-15.00
Number of Radio FM stations	29	29	0.00
Active Pay TV subscribers	98,024	106,712	8.86
Registered Pay TV subscribers	507,097	521,404	2.82

Source: Operators' reports

1. MOBILE TELEPHONE SERVICES

1.1. Mobile subscriptions

In the third quarter of the year 2023, the operators providing mobile telephone services were MTN Rwandacell Plc and Airtel Rwanda Ltd. The number of active mobile subscriptions reported at the end of September 2023 were 12,538,106 SIM cards. Table 2 illustrates the comparison of active mobile subscriptions per operator.

Table 2: Comparison of active¹ mobile subscriptions per operator by contract type

Name of operator	September 2022			September 2023			Quarterly Variation
	Postpaid	Prepaid	Total	Postpaid	Prepaid	Total	
MTN Rwandacell Plc	136,086	6,979,379	7,115,465	161,739	7,590,861	7,752,600	9.0%
Airtel Rwanda Ltd	7,395	3,748,298	3,755,693	8,683	4,776,823	4,785,506	27.4%
Total	143,481	10,727,677	10,871,158	170,422	12,367,684	12,538,106	15.3%

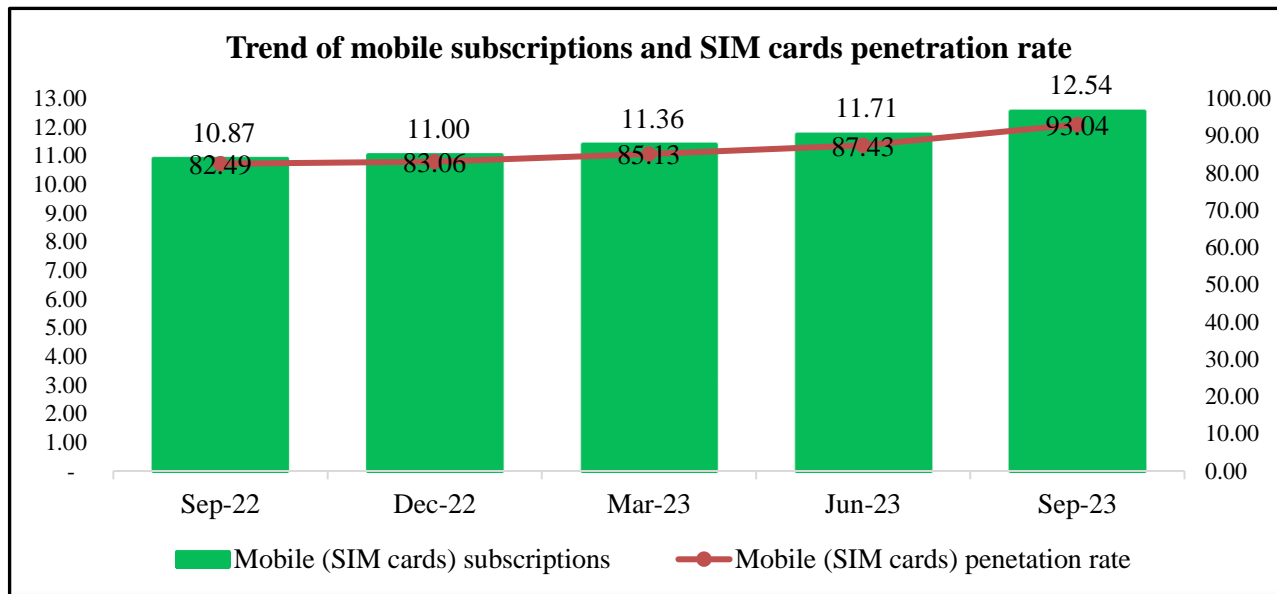
Source: Operators' reports

At the end of September 2023, the number of active mobile subscriptions in the country increased up to 12.54 million in comparison to 10.87 million active SIM cards reported at the end of September 2022. The active mobile-cellular telephone (SIM cards) subscriptions per 100 people increased from 82.49% as of September 2022 up to 93.04% as of September 2023.

The Figure 1 displays the trends of active mobile subscriptions and penetration rates.

¹ Active mobile subscriptions refer to the number of SIM cards which generated revenues to the operator within 90 days.

Figure 1: Trend of mobile subscriptions and penetration rate² from Q3 2022 to Q3 2023

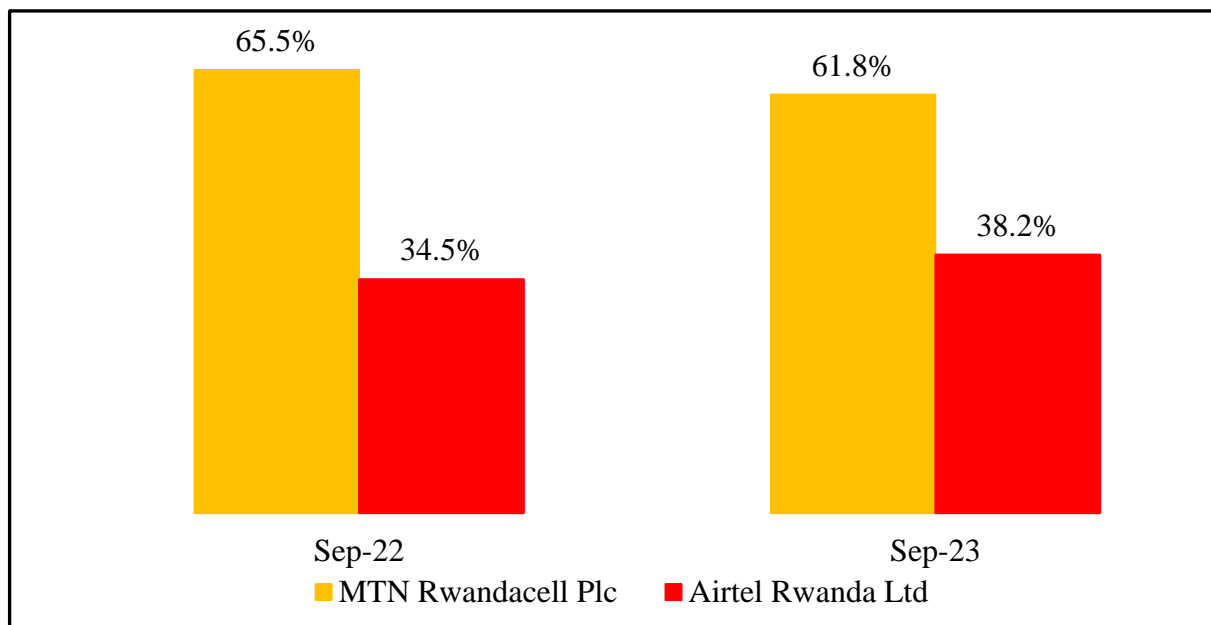


Source: Operators’ reports

1.2. Market share for mobile (SIM cards) subscriptions

As of September 2023, the market shares in terms of active SIM cards for Airtel Rwanda Ltd increased by 3.6 percentage points up to 38.2% whereas that for MTN Rwandacell Plc dropped by the same margin reaching 61.8% in comparison to September 2022 publications.

Figure 2: Market share trends for mobile (SIM cards) subscriptions per operator



Source: Operators’ reports

² Mobile (SIM cards) penetration rate (%) is computed with reference to the sum of active SIM cards over the Rwandan population published by National Institute of Statistics of Rwanda.

1.3. Mobile Voice, and SMS tariff structure

During the quarter under review, the average standard tariff for calling by mobile phone within a telecom operator was 40 Frw/Min while also 40 Frw/Min was between telecom operators and 90 Frw/Min to call in One Area Network Countries.

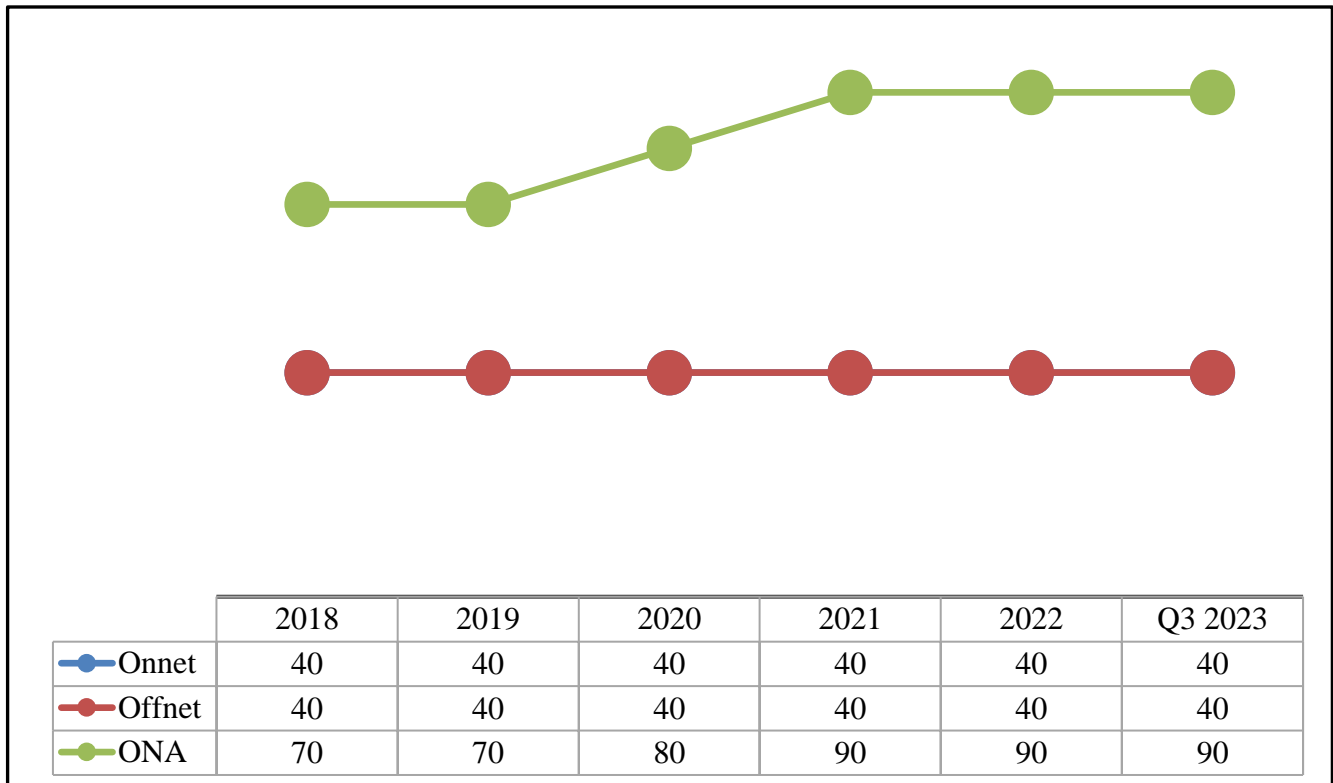
Table 3: Mobile telephone voice tariff (in Frw) per minute per operator as of Q3 2023

Destination	MTN Rwandacell Plc	Airtel Rwanda Ltd	Average
Onnet	45	35	40
Offnet	45	35	40
One Area Network	90	90	90

Source: Operators' reports

In the third quarter 2023, the standard average tariff for calling by mobile telephone within a telecom operator and between telecom operators was 40 Frw/Min and 40 Frw/Min. The standard average voice tariff for calling in One Area Network Countries was 90 Frw/min.

Figure 3: Trend of average mobile voice tariff (in Frw) per minute



Source: Operators' reports

In the third quarter 2023, the average tariff for sending a message within a telecom operator, between telecom operators, in ONA countries, and international was 8.5 Frw, 20.5 Frw, 42.5 Frw, and 79.5 respectively. A subscriber on Airtel Rwanda’s network can send a short text message to any subscriber on Airtel operating in other African countries at 26 Frw.

Table 4: SMS tariff structure (in Frw) as of Q3 2023

SMS Tariff	MTN Rwandacell Plc	Airtel Rwanda Ltd	Average
Onnet tariff	12	5	8.5
Offnet tariff	26	15	20.5
ONA	45	40	42.5
Rest of the World	80	79	79.5

Source: Operators’ reports

1.4. Mobile traffic statistics

1.4.1. Mobile outgoing and incoming international voice traffic

During the third quarter of 2023, the total volume of minutes originating within mobile networks were 6.1 billion minutes, the total minutes originating from mobile networks to other domestic networks were 3.1 billion minutes and the total minutes from mobile networks to international networks were 9.2 million minutes. The number of minutes from international networks were 15.6 million minutes to local mobile networks.

Table 5: Outgoing and incoming traffic per operator as of the 3rd quarter 2023

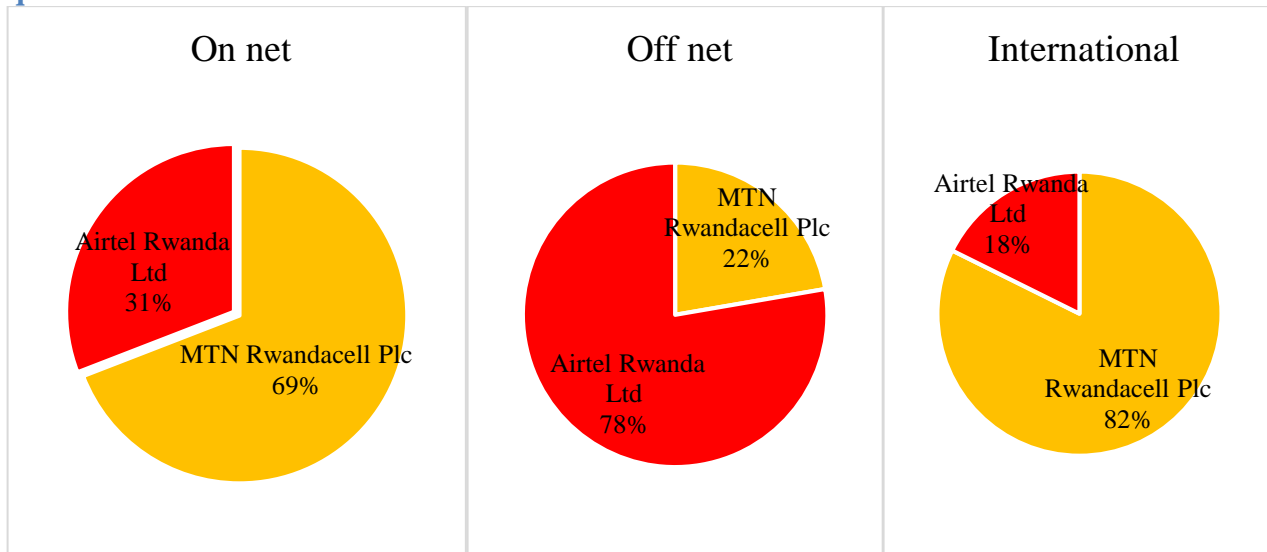
Voice traffic	MTN Rwandacell Plc	Airtel Rwanda Ltd	Total
Outgoing minutes			
On net	4,276,084,224	1,909,968,291	6,186,052,515
Off net	694,080,827	2,420,181,558	3,114,262,385
International	7,615,786	1,634,321	9,250,106
Incoming minutes			
International	13,179,441	2,494,743	15,674,184

Source: Operators’ reports

1.4.2. Market shares for mobile outgoing voice traffic

In the third quarter 2023, the 69% of the total on net minutes generated by mobile networks were for MTN Rwandacell Plc and 31% for Airtel Rwanda Ltd. The off-net minutes ‘market shares for MTN Rwandacell Plc and Airtel Rwanda Ltd were 22% and 78% respectively. The 82% of minutes from local mobile networks to international networks were generated by MTN Rwandacell Plc whereas the remaining 18% were for Airtel Rwanda Ltd.

Figure 4: Outgoing on net, off net and international voice traffic’s market share as of the 3rd quarter 2023



Source: Operators’ reports

1.4.3. Average calling time (Minutes/call)

During the third quarter 2023, the average minutes per call within mobile telecom networks were 2.4, average minutes per call to call other domestic networks were 2.5 while the average minutes per call from Rwanda mobile networks to international networks were 1.9. The average minutes per call from international networks to Rwanda mobile networks were 1.9.

Table 6: Average minutes per call per operator in the 3rd quarter 2023

Voice traffic	MTN Rwandacell Plc	Airtel Rwanda Ltd	Combined
Average outgoing minutes per call			
On net	2.3	2.5	2.4
Off net	1.9	2.7	2.5
International	2.2	1.2	1.9
Average incoming minutes per call			
International	2.0	1.5	1.9

Source: Operators’ reports

1.4.4. Outgoing and incoming international SMS traffic

During the third quarter 2023, the total volume of SMS traffic originating within mobile networks were 846.9 million SMS, the total SMS traffic originating from mobile networks to other mobile networks were 144.1 million SMS and the total SMS traffic from mobile networks to international networks were 0.9 million SMS. The number of SMS from international networks to Rwanda were 0.5 million SMS.

Table 7: SMS traffic (in numbers) as of the third quarter 2023

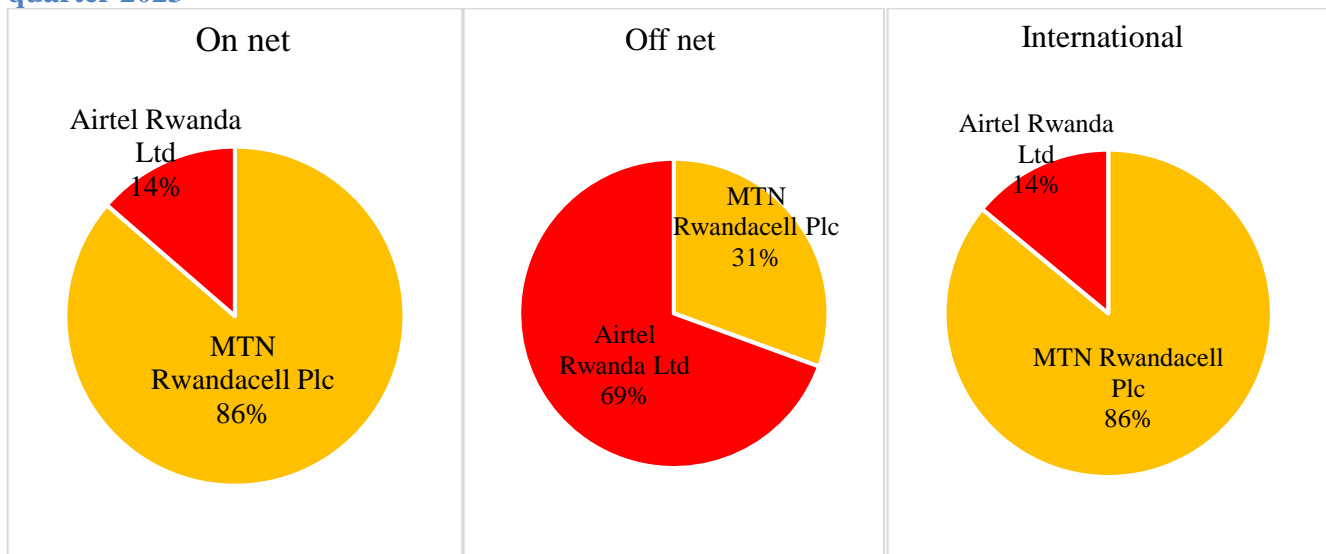
Destination	MTN Rwandacell Plc	Airtel Rwanda Ltd	Total
Outgoing SMS			
On net	731,513,213	115,434,763	846,947,976
Off net	44,079,489	100,053,977	144,133,466
International	797,174	129,801	926,975
Incoming SMS			
International	378,041	126,699	504,740

Source: Operators' reports

1.4.5. Market shares for outgoing on net, off net and international SMS traffic

During the quarter 2023, the 86% of the total on net SMS were for MTN Rwandacell Plc and 14% of Airtel Rwanda Ltd. The 69% of off net SMS were for Airtel Rwanda Ltd and the 31% for MTN Rwandacell Plc. The 86% and 14% of SMS from local mobile networks to international networks are generated by MTN Rwandacell Plc and Airtel Rwanda Ltd respectively.

Figure 5: Outgoing on net, off net and international SMS traffic market share as of the third quarter 2023



Source: Operators' reports

2. ROAMING

2.1. Roaming subscribers

The international average roaming subscribers recorded in the third quarter of the year 2023 stood at 611,263 foreign subscribers roamed on local networks whereas 549,897 Rwanda subscribers roamed on foreign networks.

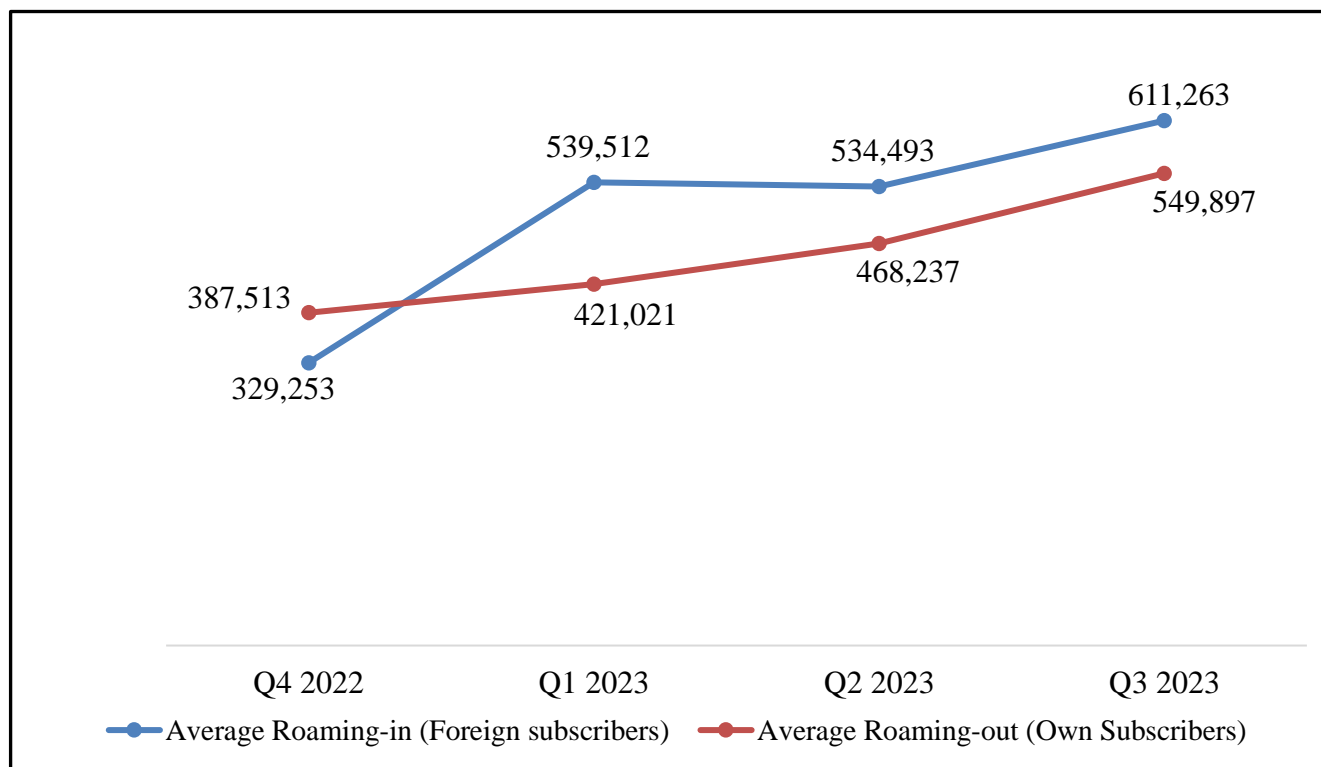
Table 8: International average roaming subscribers as of the 3rd quarter 2023

Destination	MTN Rwandacell Plc	Airtel Rwanda Ltd	Total
Roaming-in (Foreign subscribers)	309,269	301,994	611,263
Roaming-out (Own Subscribers)	404,051	145,846	549,897

Source: Operators' reports

In the third quarter 2023, the average number of roamers-out increased to 549,897 from 468,237 subscribers as of Q2 2023, representing an increase of 14.4% and the average number of foreign subscribers roaming on local networks increased up to 611,263 in comparison to from 534,493 subscribers for the previous quarter, which is equivalent to 17.4%.

Figure 6: Trend of roaming subscribers from Q4 2022 to Q3 2023



Source: Operators' reports

2.2. Roaming traffic

During the third quarter 2023, the total volume of outgoing traffic generated by foreign subscribers roaming in Rwanda was 1.5 million minutes and the total minutes generated by Rwanda mobile networks' subscribers roamed outside the country was 1.3 million minutes. On the other hand, the total incoming traffic on foreign subscribers roamed in Rwanda was 20.2 million minutes whereas the incoming minutes to Rwanda subscribers roamed on foreign networks was 116.6 million minutes.

Table 9: Outgoing and incoming roaming traffic (in minutes) as of the third quarter 2023

Destination	Foreign subscribers roaming on local networks			Own subscribers roaming on foreign networks		
	MTN	Airtel	Total	MTN	Airtel	Total
Incoming	6,119,679	14,098,292	20,217,971	116,481,728	191,688	116,673,416
Outgoing	1,090,447	443,681	1,534,128	1,299,632	42,825	1,342,457
Total	7,210,125	14,541,973	21,752,098	17,781,360	234,513	118,015,873

Source: Operators' reports

3. FIXED TELEPHONE SERVICES

3.1. Fixed telephone subscriptions

During the third quarter 2023, the operators offering fixed telephone services were Liquid Telecom Ltd, MTN Rwandacell Plc, Airtel Rwanda Ltd and BSC Ltd that offers voice-over-IP (VoIP) subscriptions only.

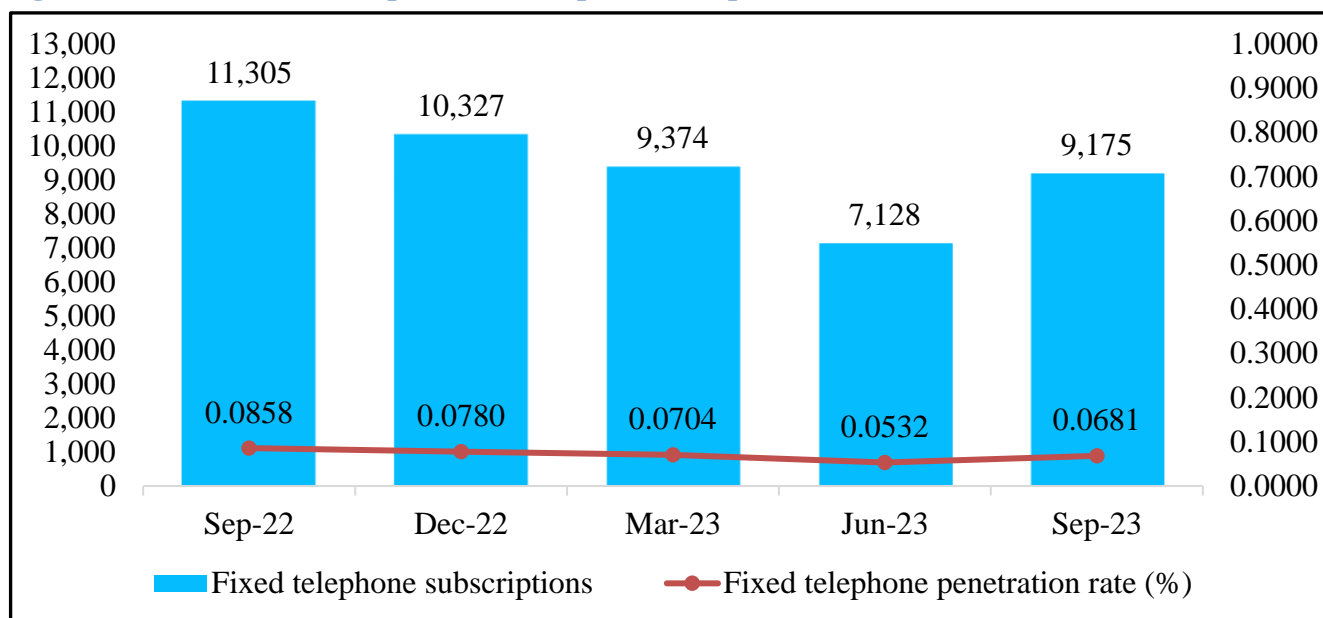
Table 10: Fixed telephone subscriptions as of September 2023

Name of Operator	Fixed telephone subscriptions	Fixed telephone penetration rate (%) ³
MTN Rwandacell Plc	199	0.0681
Airtel Rwanda Ltd	7,062	
Liquid Telecom Ltd	653	
BSC Ltd	1,261	
Total	9,175	

Source: Operators' reports

The number of fixed telephone subscriptions decreased from 11,305 as of September 2022 up to 9,175 lines reached at the end of September 2023. The fixed telephone subscriptions per 100 people have also decreased up to 0.0681% as of September 2023 as compared to 0.0858% reported at the end of September 2022. The Figure 7 illustrates Trend of fixed telephone subscriptions and penetration rate.

Figure 7: Trend of fixed telephone subscriptions and penetration rate

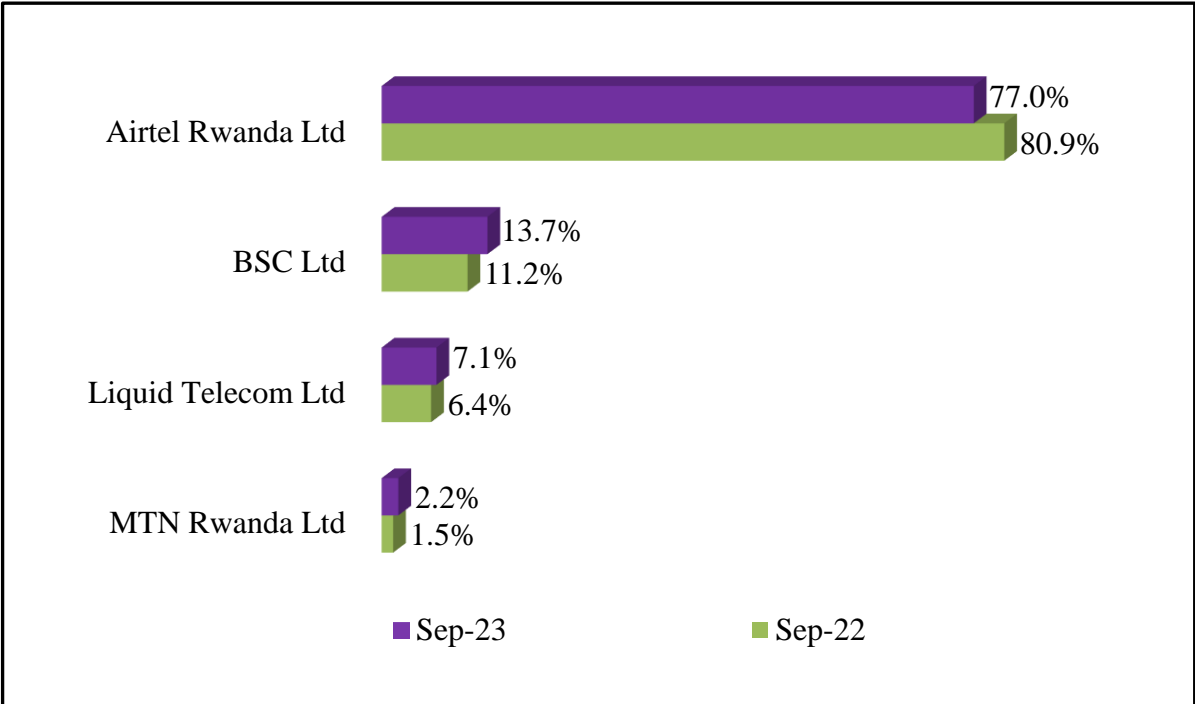


Source: Operators' reports

³ Fixed telephone penetration rate (%) is computed with reference to the sum of active numbers of analogue-fixed telephone lines and VoIP over the Rwandan population as projected by National Institute of Statistics of Rwanda.

During the third quarter 2023, the market shares in fixed telephone subscriptions for Airtel Rwanda Ltd decreased by 3.9 percentage points to 77.0%, and that for BSC Ltd increased by 2.5 percentage points to 13.7%. The market shares for Liquid Telecom Ltd increased by 0.7 percentage points to 7.1% and that for MTN Rwandacell Plc have increased up to 2.2% as compared to 1.5% for the publications of the 3rd quarter of 2022.

Figure 8: Market share trends for fixed telephone subscriptions per operator as of Sep-2023



Source: Operators’ reports

3.2. Fixed telephone traffic

During the third quarter 2023, the total volume of minutes originating within operators by fixed telephone lines were 0.8 million minutes, the total minutes originating from one operator to other operators were 0.4 million minutes and the total minutes from Rwanda fixed telephone lines to international networks were 37,160 minutes. The number of minutes from international networks to local fixed telephone lines were 22,460 minutes.

Table 11: Outgoing mobile and fixed telephone incoming traffic as of 3rd quarter 2023

Voice traffic	MTN Rwandacell Plc	Airtel Rwanda Ltd	Liquid Telecom Ltd	Total
Outgoing minutes				
On net	690,990	109,991	574	801,555
Off net	39,849	146,634	251,294	437,778
International	10,019	21	27,120	37,160
Incoming minutes				
International	21,899	162	399	22,460

Source: Operators' reports

3.3. Fixed telephone service tariff

During the third quarter 2023, the average tariff for calling by fixed telephone within telecom operator was 30 Frw, while calling across telecom operators was 36.7 Frw, and 196.1 Frw to call in One Area Network Countries.

Table 12: Fixed telephone service tariff structure (in Frw) per minute as of Q3 2023

Destination	Liquid Telecom Ltd	MTN Rwandacell Plc	Airtel Rwanda Ltd	Average
On net	10	45	35	30
Off net	30	45	35	36.7
One Area Network	408.28	90	90	196.1

Source: Operators' reports

4. INTERNET SERVICE PROVISION

4.1. Internet subscriptions⁴

There were 9,294,659 active SIM cards connected to the internet within the last 90 days and 57,559 active fixed internet subscriptions during the third quarter of the year 2023. As of September 2023, the 53.9% of mobile internet subscriptions were detected on 2G network whereas the 29.4% and 16.7% were on 3G and 4G network respectively. The table below displays the internet subscriptions per operator per technology.

Table 13: Internet subscriptions per category as of September 2023

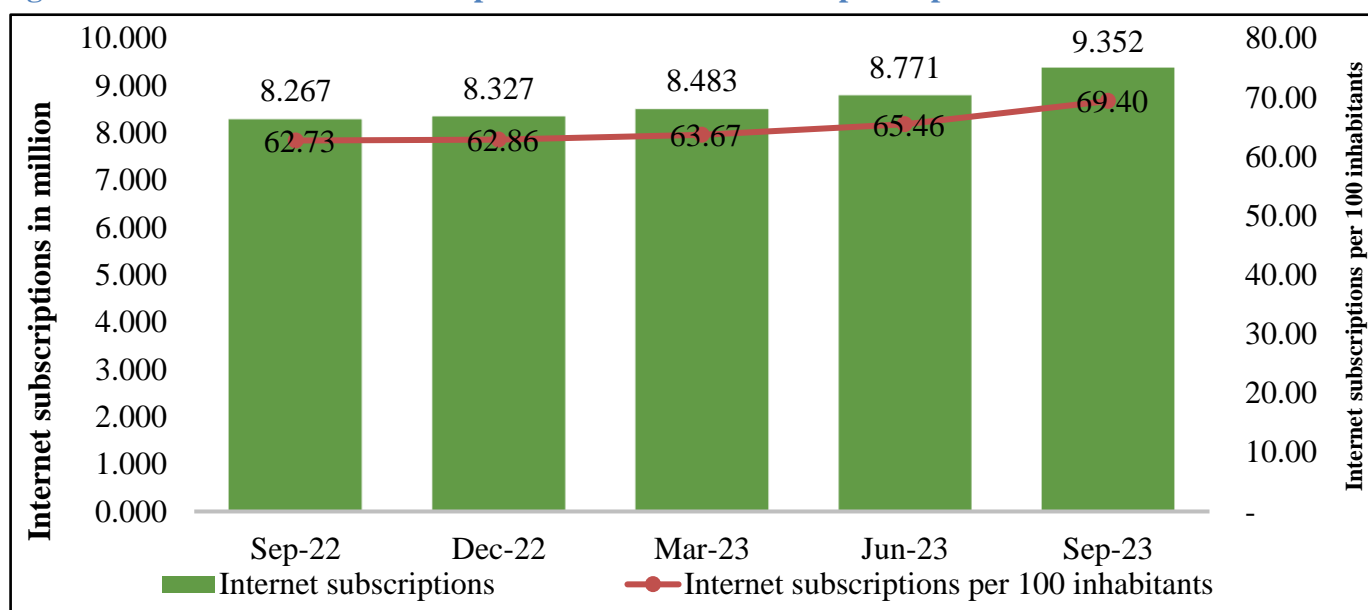
Name of operators	Fixed internet subscriptions		Mobile internet subscriptions			Total subscriptions per operator
	Narrowband (<256kbps)	Broadband (≥256kbps)	GPRS&EDGE	3G	4G	
MTN Rwandacell Plc	85	9,676	2,855,530	2,037,330	933,128	5,835,749
Airtel Rwanda Ltd		1,276	2,156,689	696,890	503,694	3,358,549
Axiom Networks Ltd		140				140
4NetAfrica Ltd		4				4
BSC Ltd		3,399			17,594	20,993
BCS Ltd		12				12
Liquid Telecom Ltd		17,225				17,225
CBNET Ltd		30			752	782
G-Max Ltd		5			1,088	1,093
ISCO ISP Ltd		23			729	752
NET LINK Ltd		6			790	796
Piramie INC		1			726	727
Simba Supermarket					96	96
KOPA Telecom		60			6,607	6,667
BK Techouse		101			1,068	1,169
FASTNET		10			3,538	3,548
Mango Telecom Ltd		19			73,732	73,751
RTN Ltd					1,701	1,701
Smart Broadband Ltd		1			1,028	1,029
TNSP		16			576	592
NETPRO Ltd					1,373	1,373
GVA Rwanda		23,823				23,823
Starlink Rwanda Ltd		1,647				1,647
Total subscriptions	85	57,474	5,012,219	2,734,220	1,548,220	9,352,218
Subscriptions per 100 inhabitants	0.00	0.43	37.19	20.29	11.49	69.40

Source: Operators' reports

⁴ Internet subscriptions combine the number of active SIM cards (mobile internet) connected to the internet at least once within 90 days and active fixed internet subscriptions.

In the third quarter 2023, the total number of internet subscriptions increased by 13.1% to reach 9.352 million from 8.327 million reported at the end of September 2022 and there was an increase of 6.6% in comparison to the Q2 2023 publications. The internet subscriptions per 100 inhabitants for September 2023 increased by 3.94 percentage points up to 69.40% in comparison to the publications of the second quarter 2023.

Figure 9: Trend of internet subscriptions and internet subscriptions per 100 inhabitants⁵



Source: Operators' reports

As of September 2023, the fixed internet subscriptions increased by 36.8% in comparison to the third quarter 2022 publications. The 99.9% out of all fixed internet subscriptions were subscribed to broadband speed which is greater or equal to 256 kbps as per ITU definitions.

Table 14: Fixed internet subscriptions by speed

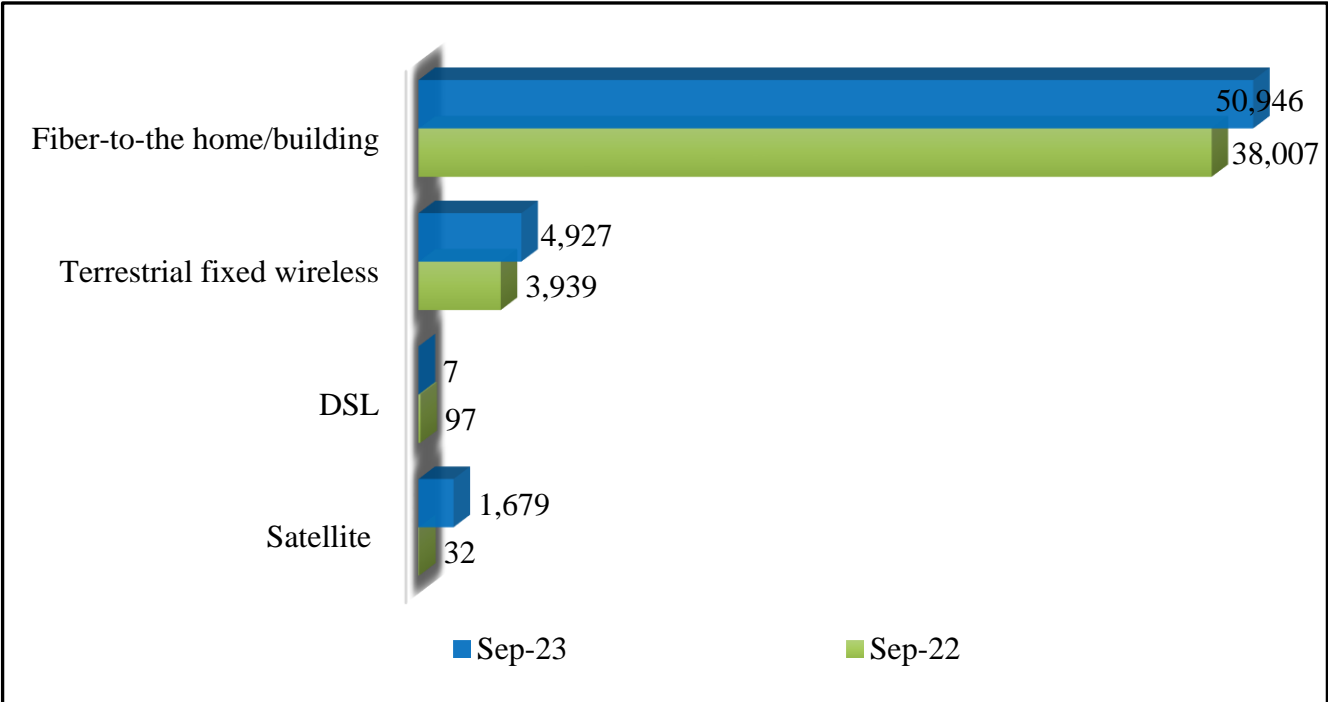
Speed	Fixed internet subscriptions	
	September 2022	September 2023
< 256 kbps	90	85
[256 kbps-2Mbps [1,583	1,443
[2 Mbps -10 Mbps [4,554	4,929
[10 Mbps-30Mbps [26,319	18,358
[30 Mbps < 100Mbps [8,787	26,815
≥ 100 Mbps	742	5,929
Total	42,075	57,559

Source: Operators' reports

⁵ Internet subscriptions per 100 inhabitants: This rate is the total internet subscriptions over the Rwandan population as projected by National Institute of Statistics of Rwanda.

In the third quarter 2023, the highest number of fixed internet subscriptions was connected to the fiber-to-the home/building, whereas the lowest fixed internet subscriptions are DSL technology. The decrease of DSL subscriptions was due some customers who shifted from DSL technology to fiber optic. The Figure 10 displays the distribution of fixed internet subscriptions per technology.

Figure 10: Fixed internet subscriptions by technology

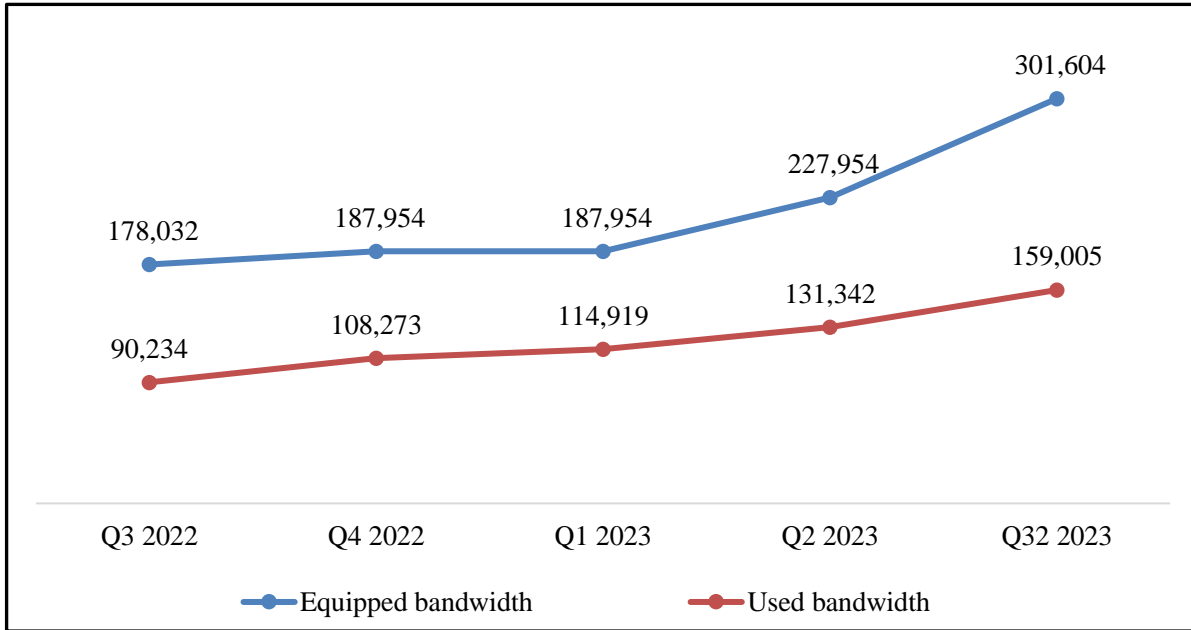


Source: Operators’ reports

4.2. International internet bandwidth

In the third quarter 2023, the total equipped international internet bandwidth available in the country was 301,604 Mbps whereas the average used internet bandwidth was 159,005 Mbps. The Figure below display the trend of international internet bandwidth from Q3 2022 to Q3 2023.

Figure 11: Trend of international internet bandwidth (Mbps) from Q3 2022 to Q3 2023

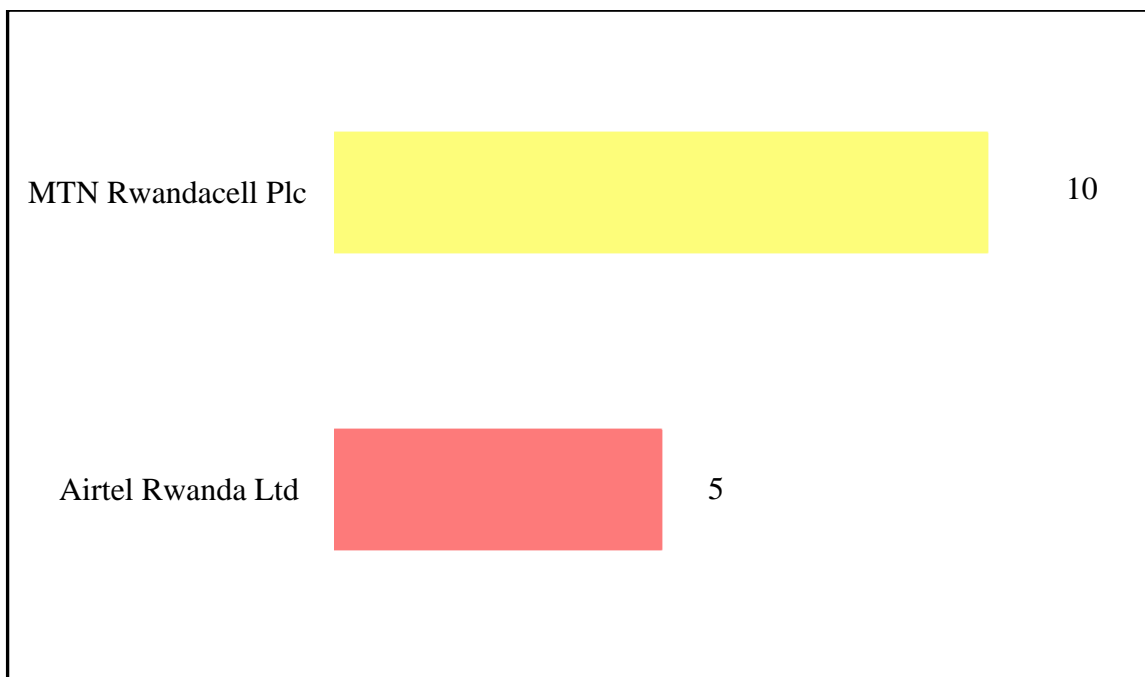


Source: Operators’ reports

4.3. Mobile internet tariff

During the third quarter 2023, the standard tariff for mobile internet per MB was at 10 Frw on MTN Rwanda Ltd and 5 Frw on Airtel Rwanda Ltd networks.

Figure 12: Standard mobile internet tariff (Frw/MB) as of Q3 2023



Source: Operators’ reports

5. EMPLOYMENT IN TELECOMMUNICATION SECTOR

One thousand two hundred sixty-three (1,263) persons were employed in telecommunication sector at the end of September 2023; one thousand one hundred twenty-six (1,126) are permanent staff whereas one hundred thirty-seven (137) are temporary staff. There were also nine hundred thirty-eight (938) outsourced staff employed by telecommunication sector. The table below illustrates the number of employed persons by operator.

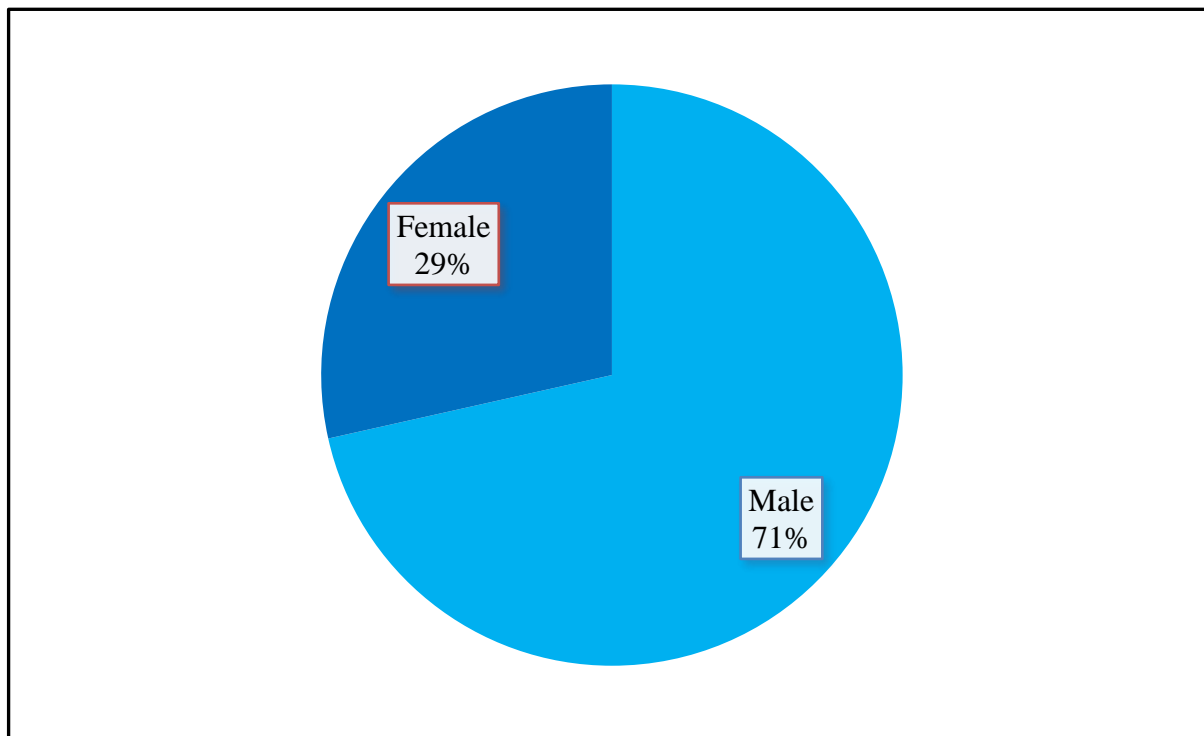
Table 15: Number of staffs employed in telecommunication sectors as of September 2023

Operator	Type of contract			Gender		Domestic and foreign employees		Outsourced staff
	Temporary	Permanent	Total	Female	Male	Domestic	Foreign	
MTN Rwandacell Plc	5	348	353	121	232	347	6	666
Airtel Rwanda Ltd	0	120	120	17	103	117	3	185
Liquid Telecom Ltd	85	59	144	23	121	142	2	0
G-MAX	2	9	11	4	7	11	0	0
KOPA Telecom	1	19	20	6	14	20	0	0
Axiom Networks Ltd	2	23	25	7	18	22	3	0
4NetAfrica Ltd	0	1	1	0	1	1	0	0
TNSP	10	5	15	5	10	15	0	2
KTRN Ltd	0	104	104	18	86	101	3	0
Piramie INC	0	6	6	3	3	4	2	2
BSC Ltd	22	80	102	23	79	102	0	0
BCS Ltd	0	1	1	0	1	1	0	0
AC Group Ltd	0	74	74	20	54	74	0	0
FASTNET	1	10	11	4	7	11	0	2
ISCO ISP Ltd	0	4	4	1	3	4	0	0
SIMBA Supermarket	0	3	3	0	3	3	0	0
BK Techouse	4	41	45	7	38	44	1	0
Mango Telecom Ltd	0	120	120	68	52	119	1	0
NET LINK LTD	1	9	10	3	7	9	1	0
CBNET Ltd	2	1	3	1	2	3	0	0
RTN	0	20	20	7	13	20	0	0
Smart Broadband Ltd	0	2	2	0	2	2	0	0
NETPRO LTD	0	5	5	3	2	5	0	0
GVA Rwanda	2	62	64	19	45	63	1	81
Total	137	1,126	1,263	360	903	1240	23	938

Source: Operators' reports

As of September 2023, the three hundred sixty (360) staff representing 29% of the total staff are female whereas the 71% are male as shown in the figure below. The four hundred ninety-three (493) representing 52.6% per cent of the total outsourced staff are female.

Figure 13: Telecom staff by gender as of September 2023



Source: Operators' reports

6. MEDIA AND BROADCASTING

The table below shows the cumulative number of licensed Television Stations, FM Radio Broadcasters, Online Media Houses, Pay TV operators, print media houses, International media houses, and Signal Distributors up to the end of September of the year 2023.

6.1. Licensed media operators

As of September 2023, there was one (1) licensed signal distributor, four (4) pay TV operators, twenty-nine (29) FM radio stations, seventeen (17) television stations, fifteen (15) online media houses, nine (9) print media houses, and five (5) international media houses.

Table 16: Trends of Licensed media operators from September 2022 to September 2023

Category	Sep-2022	Dec-2022	Mar-2023	June-2023	Sep-2023
Signal distributors	1	1	1	1	1
Pay TV operators	4	4	4	4	4
FM Radio stations	29	29	29	29	29
Television stations	19	19	20	20	17
Online media houses	14	14	14	14	15
Print media houses	9	9	9	9	9
International media houses	2	2	2	2	5

Source: RURA database

6.2. Pay TV subscriptions

Registered Pay TV subscribers recorded at the end of the third quarter of the year 2023 were 521,404 whereas the active subscribers were 106,712.

Table 17: Number of Pay TV subscribers as of September 2023

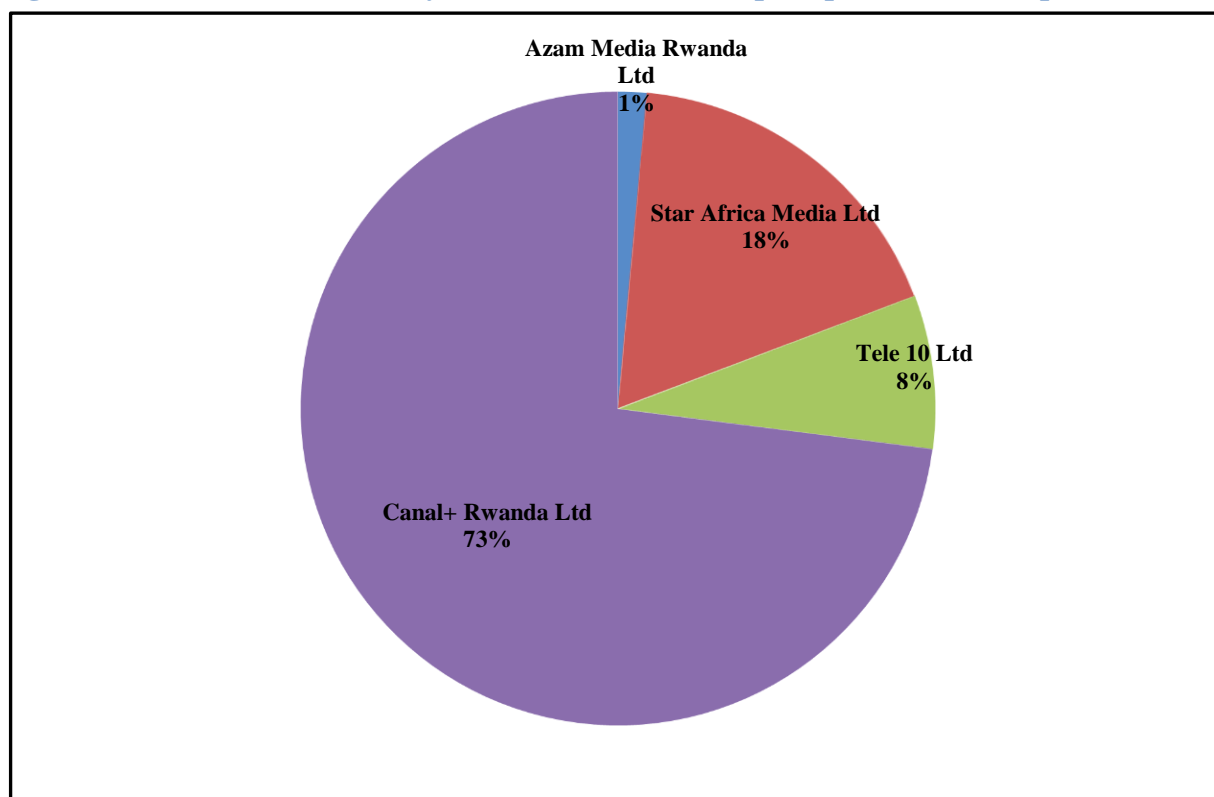
Name of Pay TV	Registered subscribers	Active ⁶ subscribers
Azam Media Rwanda Ltd	14,732	1,555
Star Africa Media Ltd	339,157	18,978
Tele 10 Ltd	10,407	8,307
Canal+ Rwanda Ltd	157,108	77,872
Total	521,404	106,712

Source: Operators' reports

⁶ Active subscribers are the customers that generated revenues to the Pay TV operators during the reporting period.

As of September 2023, the market shares for Canal+ Rwanda Ltd in active Pay TV subscriptions was 73%, 18% for Star Africa Media Ltd, 8% for Tele 10 Ltd and 1% for Azam Media Rwanda Ltd.

Figure 14: Market share for Pay TV active subscribers per operator as of September 2023



Source: Operators' reports

6.3. Decoders sold

During the third quarter of the year 2023, the number of decoders sold by Pay TV operators have increased up to twenty-five thousand two hundred thirty (25,230) in comparison to nineteen thousand eighty-one (19,081) recorded in the previous quarter.

Table 18: Trend of decoders sold from 3rd quarter 2022 to 3rd quarter of 2023

Number of Decoders Sold	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Azam Media Rwanda Ltd	55	63	45	30	33
Star Africa Media Ltd	3,925	5,339	2,823	4,713	7,082
Tele 10 Ltd	311	1,914	231	2,631	6,220
Canal+ Rwanda Ltd	10,831	26,032	11,414	11,707	11,895
Total	15,122	33,348	14,513	19,081	25,230

Source: Operators' reports

6.4. Pay TV staff

The total number of persons employed by Pay TV operators as of September 2023 was one hundred seventy-nine (179) of which 60.3% are employed by Star Africa Media Ltd, 29.6% by Canal+ Rwanda Ltd, 8.4% by Tele 10 Ltd and 1.7% are employed by Azam Media Rwanda Ltd. The sixty-one (61) staff representing 34.1% of the total staff are female.

Table 19: Number of staffs employed by Pay TV operators as of September 2023

Operator	Staff per type of contract			Staff per gender		Domestic and foreign employees	
	Temporary	Permanent	Total	Female	Male	Domestic	Foreign
Azam Media Rwanda Ltd	0	3	3	1	2	2	1
Star Africa Media Ltd	0	108	108	31	77	101	7
Tele 10 Ltd	0	15	15	6	9	15	0
Canal+ Rwanda Ltd	8	45	53	23	30	49	4
Total	8	171	179	61	118	167	12

Source: Operators' reports