



**RWANDA
UTILITIES
REGULATORY
AUTHORITY**

**STATISTICS REPORT FOR TELECOM, MEDIA AND
BROADCASTING SECTOR AS OF THE FIRST QUARTER
(JANUARY-MARCH) 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 January to 31st March 2023.

Table 1: Key ICT indicators

INDICATORS	Q4 2022	Q1 2023	% change between Q4-22 and Q1-23
SUBSCRIPTIONS			
Mobile subscriptions	11,002,078	11,361,465	3.27
Fixed subscriptions	10,327	9,374	-9.23
Mobile (SIM) penetration rate (%)	83.06	85.13	2.54
Fixed telephone penetration rate (%)	0.078	0.070	-9.75
VOICE TRAFFIC IN MINUTES			
On-Net Voice Traffic	5,695,180,516	5,521,460,321	-3.05
Outgoing Off-Net Voice Traffic	1,182,716,011	2,310,357,014	95.34
International Outgoing mobile voice traffic	9,489,809	9,374,800	-1.21
International Incoming mobile voice traffic	25,004,862	12,811,785	-48.76
ROAMING SUBSCRIBERS			
Roaming-in (Foreign subscribers)	987,759	1,618,535	63.86
Roaming-Out (Own subscribers)	1,162,539	1,263,064	8.65
ROAMING TRAFFIC			
Total incoming minutes for roamers	88,475,915	107,163,683	21.12
Total outgoing minutes for roamers	2,777,589	2,883,801	3.82
SMS TRAFFIC			
On-net SMS	895,238,932	750,694,633	-16.15
Outgoing Off-net SMS	93,040,571	99,271,327	6.70
Outgoing International SMS	1,068,306	956,879	-10.43
Incoming International SMS	1,534,277	1,573,552	2.56
DATA/INTERNET			
Internet subscriptions	8,327,287	8,482,607	1.87
Internet subscriptions per 100 inhabitants	62.86	63.67	1.28
Equipped international internet bandwidth (Mbps)	187,954	187,954	0.00
Used international internet bandwidth (Mbps)	108,273	114,919	6.14
MEDIA AND BROADCASTING			
Number of Television stations	19	20	5.26
Number of Radio FM stations	29	29	0.00
Active Pay TV subscribers	124,496	117,127	-5.92
Registered Pay TV subscribers	436,365	486,033	11.38

Source: Operators' reports

1. MOBILE TELEPHONE SERVICES

1.1. Mobile subscriptions

As of the first quarter of the year 2023, the operators providing mobile telephone services were MTN Rwanda Ltd and Airtel Rwanda Ltd. The number of active mobile subscriptions reported at the end of March 2023 were 11,361,465 SIM cards. The Table 2 shows the comparison of active mobile subscriptions per operator.

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

Name of operator	March 2022			March 2023			Quarterly Variation
	Postpaid	Prepaid	Total	Postpaid	Prepaid	Total	
MTN Rwanda Ltd	130,516	6,799,531	6,930,047	158,413	7,029,577	7,187,990	3.72%
Airtel Rwanda Ltd	4,990	3,709,944	3,714,934	7,395	4,166,080	4,173,475	12.34%
Total	135,506	10,509,475	10,644,981	165,808	11,195,657	11,361,465	6.73%

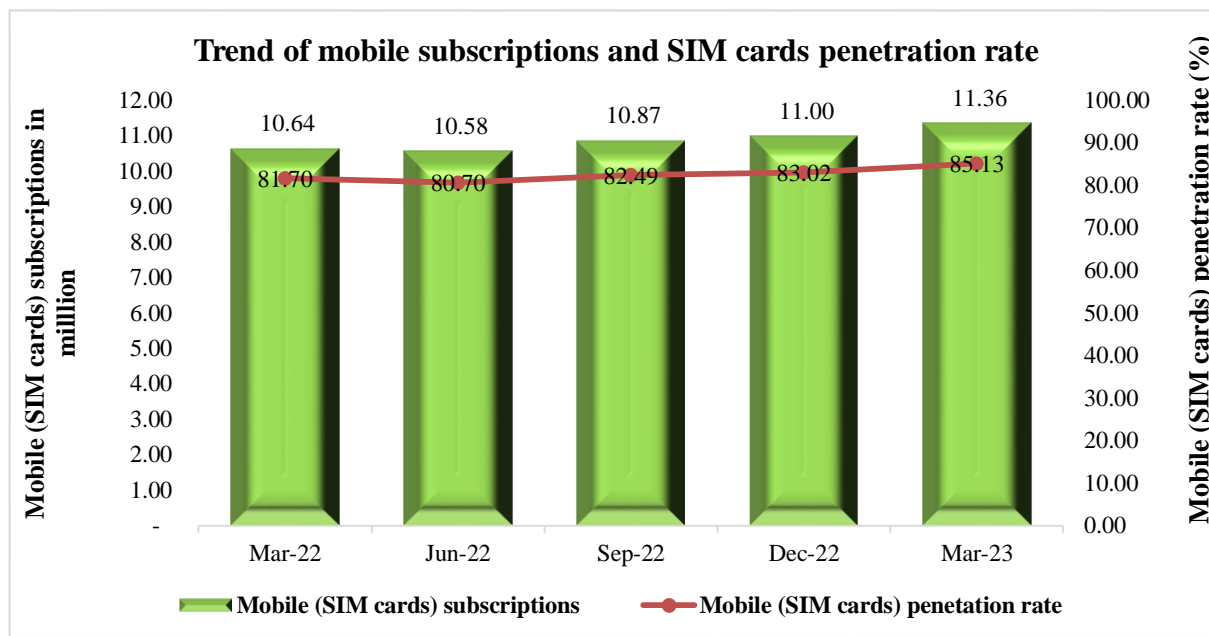
Source: Operators' reports

As of March 2023, the number of active mobile subscriptions in the country increased to 11.36 million from 10.64 million active SIM cards reported at the end of March 2022. The active mobile-cellular telephone (SIM cards) subscriptions per 100 people have also increased from 81.70% for the end of March 2022 to 83.13% as of March 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 Q1 2022 to Q1 2023

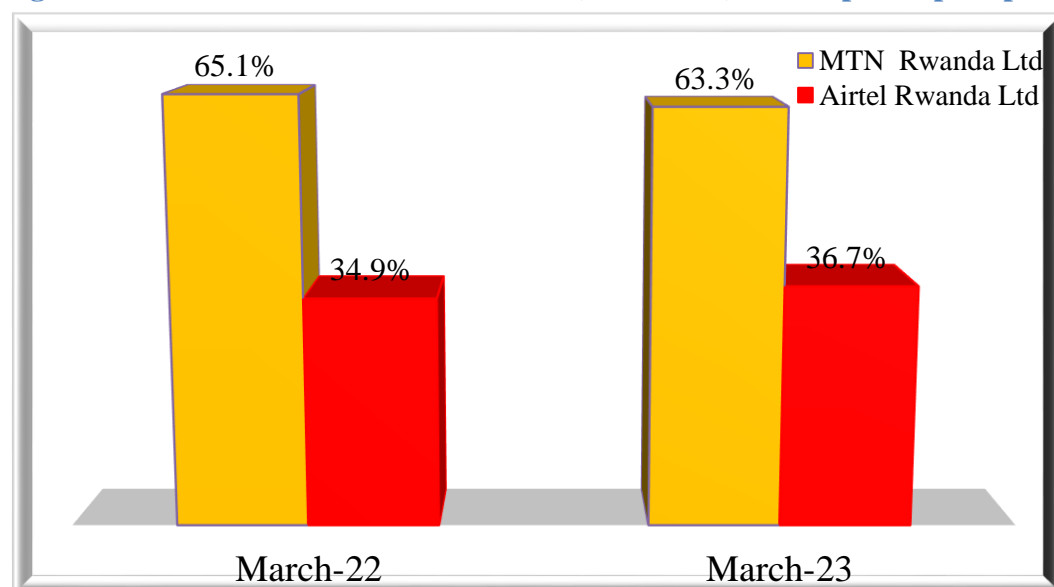


Source: Operators' reports

1.2. Market share for mobile (SIM cards) subscriptions

As of March 2023, the market shares in terms of active SIM cards for Airtel Rwanda Ltd increased by 1.8 percentage points up to 36.7% whereas that for MTN Rwanda Ltd dropped by the same margin reaching 63.3% in comparison to March 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.

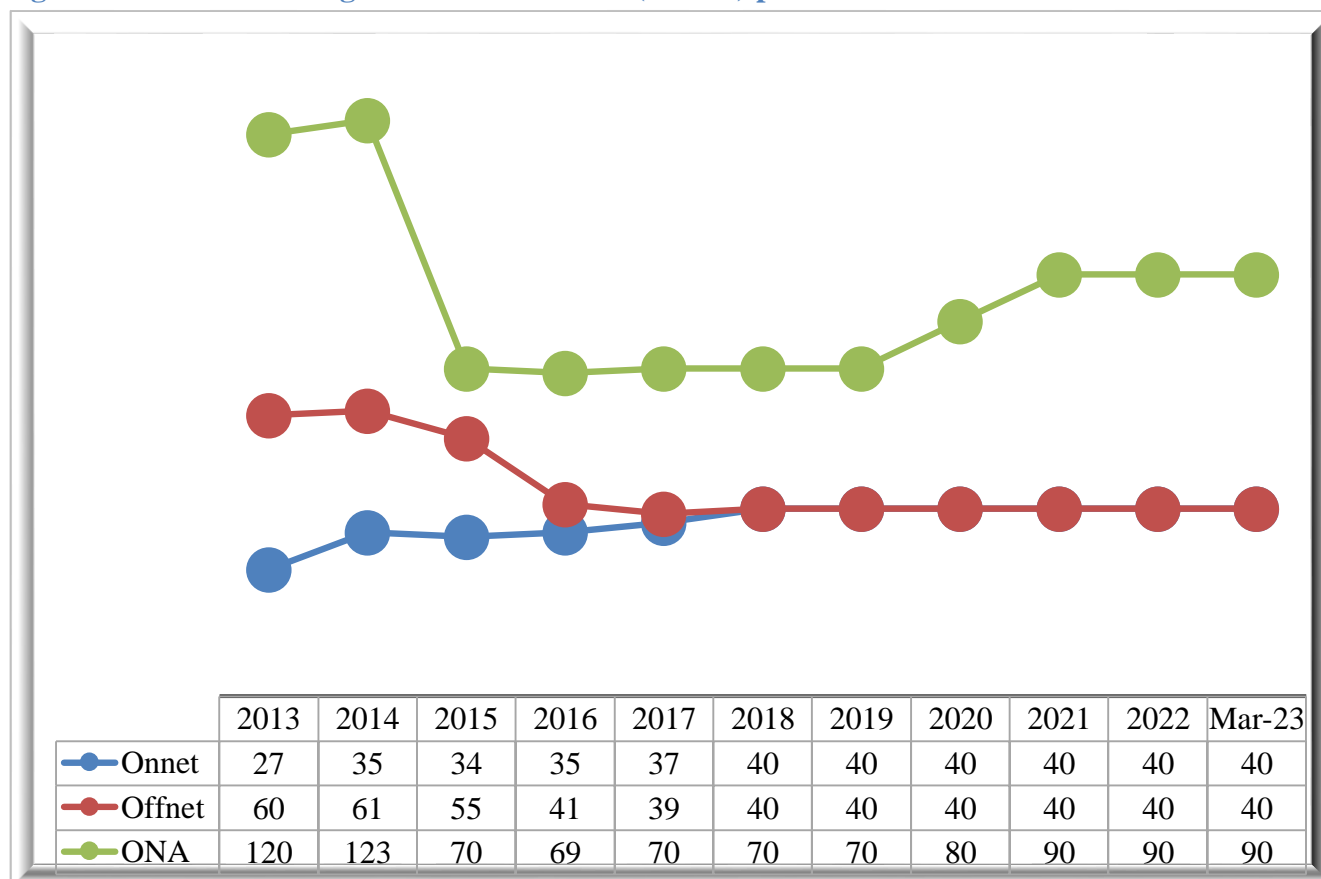
Table 3: Mobile telephone voice tariff (in Frw) per minute per operator as of March 2023

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

Source: Operators' reports

In the first 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 first 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 its Africa sister companies' subscribers at 26 Frw.

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

SMS Tariff	MTN Rwanda Ltd	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

In the first quarter of 2023, the total volume of minutes originating within mobile networks were 5.5 billion minutes, the total minutes originating from mobile networks to other domestic networks were 2.3 billion minutes, the total minutes from mobile networks to international networks were 9.3 million minutes. The number of minutes from international networks were 12.8 million minutes to local mobile networks.

Table 5: Outgoing and incoming traffic per operator as of the 1st quarter 2023

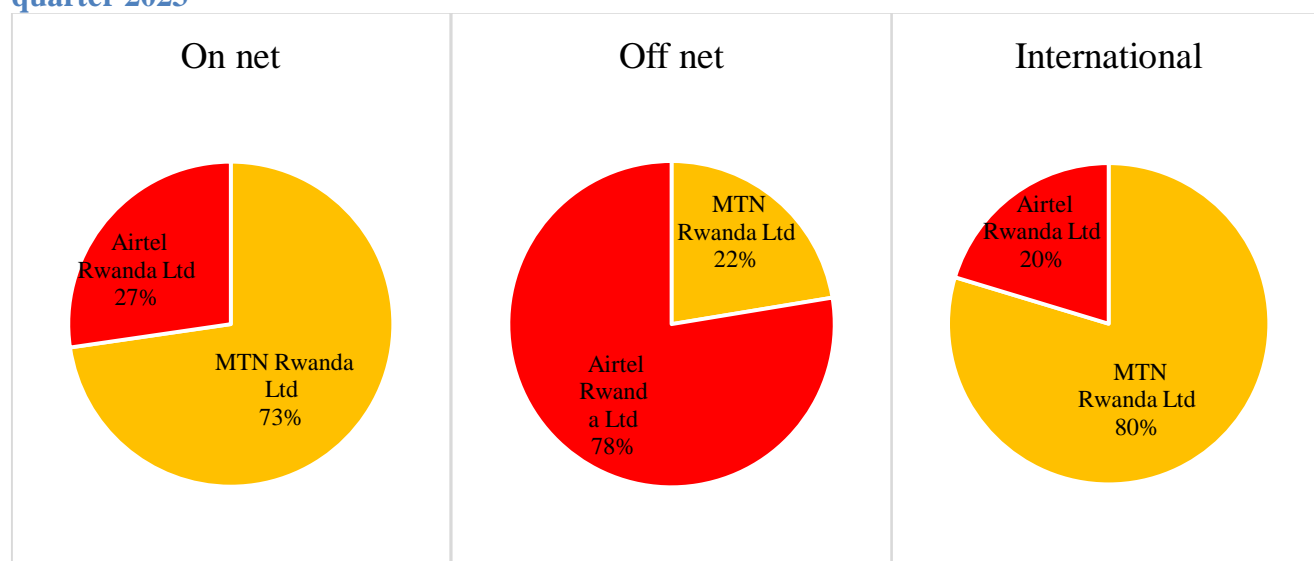
Voice traffic	MTN Rwanda Ltd	Airtel Rwanda Ltd	Total
Outgoing minutes			
On net	4,014,290,738	1,507,168,448	5,521,459,186
Off net	517,427,045	1,792,652,383	2,310,079,428
International	7,459,067	1,902,214	9,361,281
Incoming minutes			
International	9,216,282	3,595,171	12,811,453

Source: Operators' reports

1.4.2. Market shares for mobile outgoing voice traffic

In the first quarter 2023, the 73% of the total on net minutes generated by mobile networks were from MTN Rwanda Ltd and 27% from Airtel Rwanda Ltd. The off-net minutes 'market shares for MTN Rwanda Ltd and Airtel Rwanda Ltd were 22% and 78% respectively. The 80% of minutes from local mobile networks to international networks were generated by MTN Rwanda Ltd whereas the remaining 20% were for Airtel Rwanda Ltd.

Figure 4: Outgoing on net, off net and international voice traffic's market share as of the 1st quarter 2023



Source: Operators' reports

1.4.3. Average calling time (Minutes/call)

During the first quarter 2023, the average minutes per call within mobile telecom networks were 2.2, 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 2.2. 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 1st quarter 2023

Voice traffic	MTN Rwanda Ltd	Airtel Rwanda Ltd	Combined
Average outgoing minutes per call			
On net	2.2	2.3	2.2
Off net	2.0	2.7	2.5
International	2.4	1.9	2.2
Average incoming minutes per call			
International	2.1	1.6	1.9

Source: Operators' reports

1.4.4. Outgoing and incoming international SMS traffic

During the first quarter 2023, the total volume of SMS traffic originating within mobile networks were 750.6 million SMS, the total SMS traffic originating from mobile networks to other mobile networks were 99.2 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 1.5 million SMS.

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

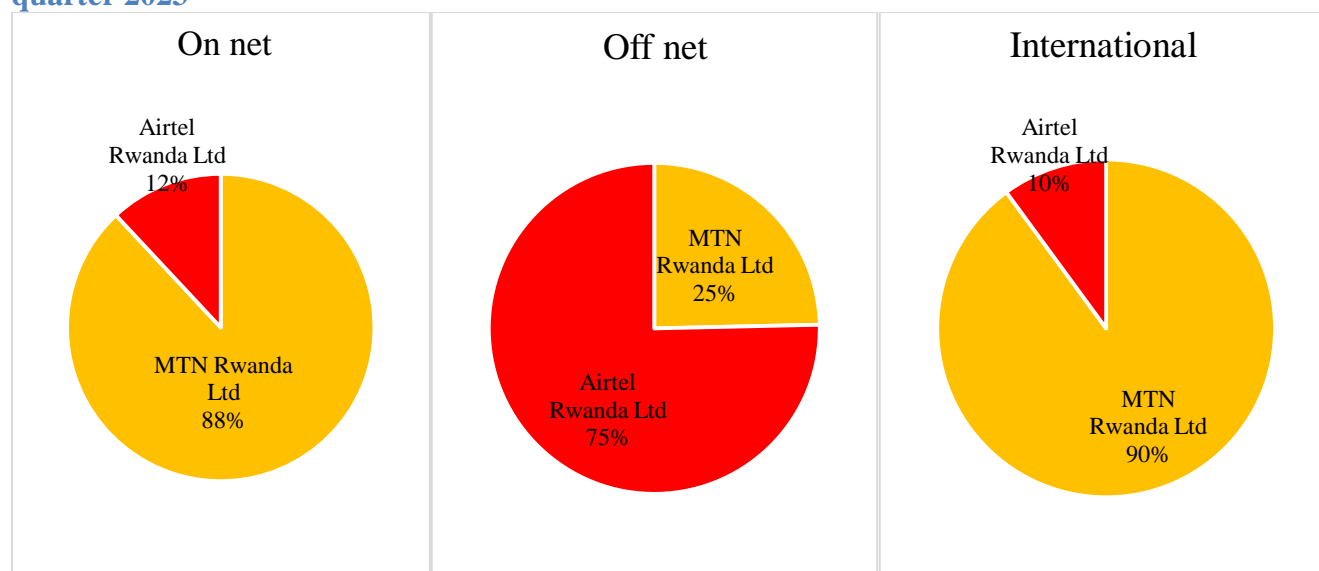
Destination	MTN Rwanda Ltd	Airtel Rwanda Ltd	Total
Outgoing SMS			
On net	660,944,660	89,749,973	750,694,633
Off net	24,468,392	74,802,935	99,271,327
International	860,572	96,307	956,879
Incoming SMS			
International	420,421	1,153,131	1,573,552

Source: Operators' reports

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

During the first quarter 2023, the 88% of the total on net SMS were for MTN Rwanda Ltd and 12% of Airtel Rwanda Ltd. The 75% of off net SMS were for Airtel Rwanda Ltd and the 25% of MTN Rwanda Ltd. The 90% and 10% of SMS from local mobile networks to international networks are generated by MTN Rwanda Ltd and Airtel Rwanda Ltd respectively.

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



Source: Operators' reports

2. ROAMING

2.1. Roaming subscribers

The international roaming subscribers recorded during the first quarter of the year 2023 stood at 1.6 million foreign subscribers roamed on local networks whereas 1.2 million Rwanda subscribers roamed on foreign networks.

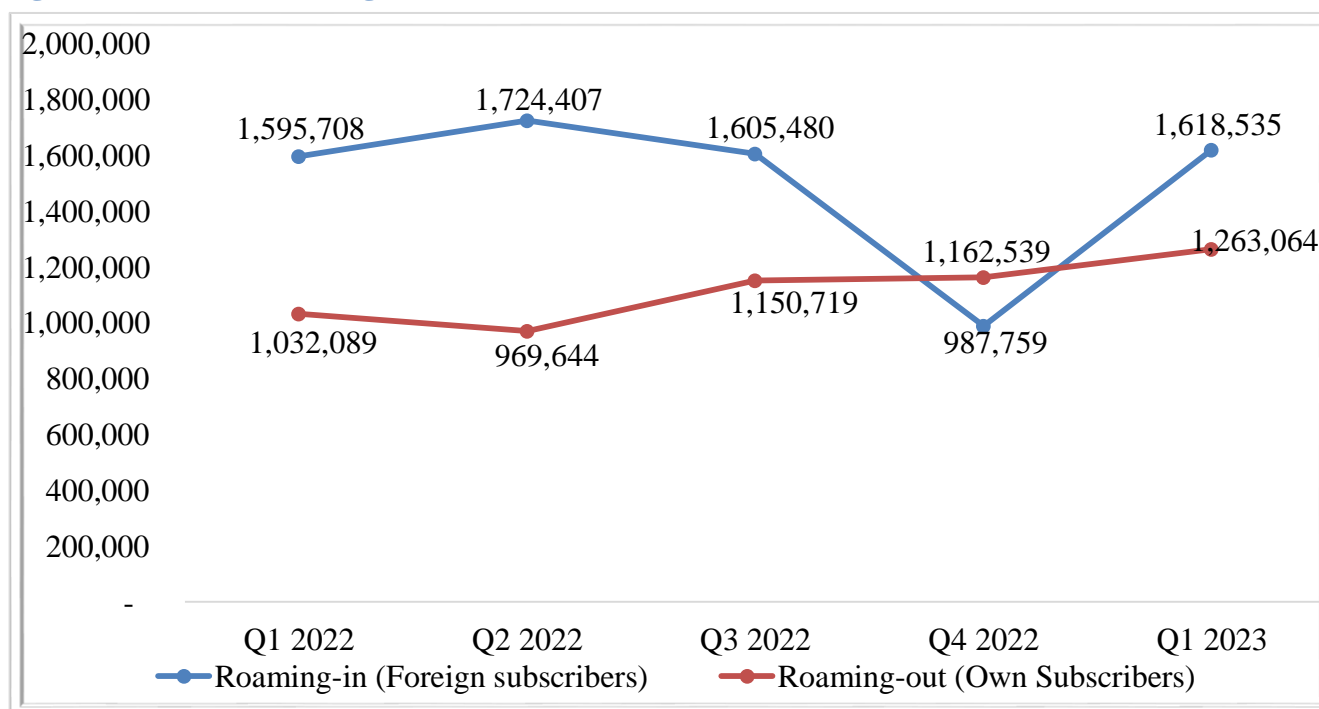
Table 8: International roaming subscribers as of the 1st quarter 2023

Destination	MTN Rwanda Ltd	Airtel Rwanda Ltd	Total
Roaming-in (Foreign subscribers)	773,447	845,088	1,618,535
Roaming-out (Own Subscribers)	911,205	351,859	1,263,064

Source: Operators' reports

In the first quarter 2023, the number of roamers-out increased to 1,263,064 from 1,162,539 from subscribers, representing an increase of 8.6% whereas the number of roamers-in increased up to 1,618,535 from 987,759 subscribers in comparison to the previous quarter, which is equivalent to 63.9%.

Figure 6: Trend of roaming subscribers from Q1 2022 to Q1 2023



Source: Operators' reports

2.2. Roaming traffic

During the first 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 19.2 million minutes whereas the incoming minutes to Rwanda subscribers roamed on foreign networks was 87.9 million.

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

Destination	Foreign subscribers roaming on local networks			Own subscribers roaming on foreign networks		
	MTN	Airtel	Total	MTN	Airtel	Total
Incoming	3,217,256	16,026,741	19,243,997	86,382,486	1,537,201	87,919,687
Outgoing	1,025,439	535,607	1,561,046	1,200,926	121,829	1,322,755
Total	4,242,695	16,562,349	20,805,043	87,583,412	1,659,029	89,242,441

Source: Operators' reports

3. FIXED TELEPHONE SERVICES

3.1. Fixed telephone subscriptions

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

Table 10: Fixed telephone subscriptions as of March 2023

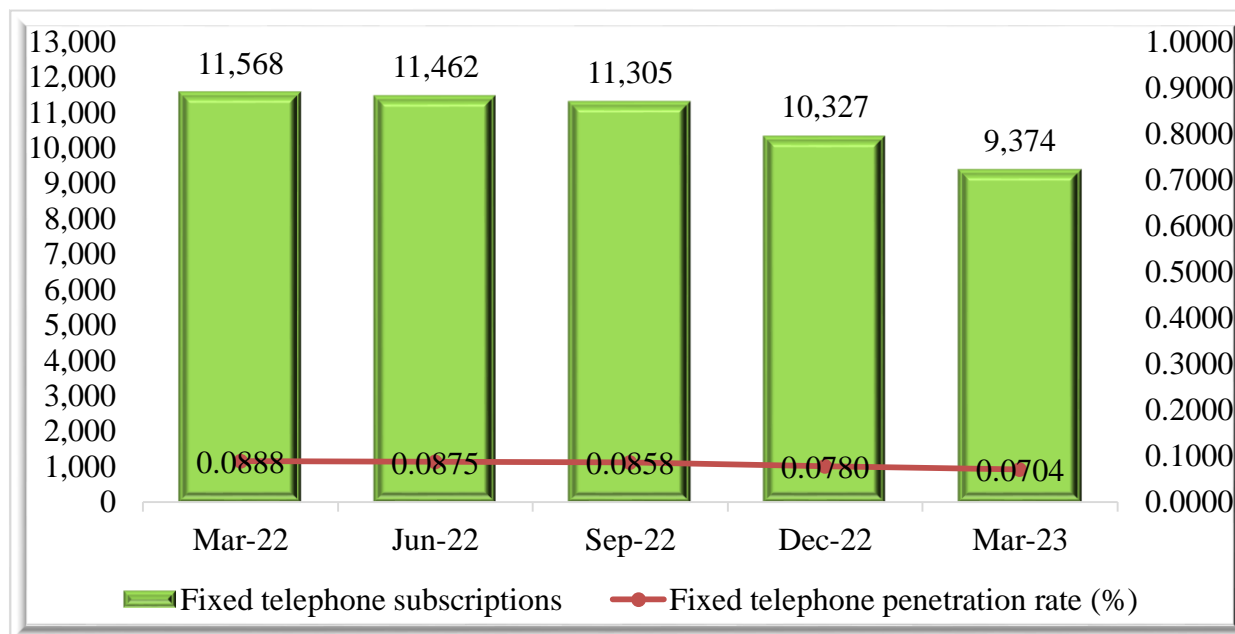
Name of Operator	Fixed telephone subscriptions	Fixed telephone penetration rate (%) ³
MTN Rwanda Ltd	162	0.0704
Airtel Rwanda Ltd	7,299	
Liquid Telecom Ltd	652	
BSC Ltd	1,261	
Total	9,374	

Source: Operators' reports

The number of fixed telephone subscriptions decreased to 9,374 as of March 2023 in comparison to the 11,568 lines recorded at the end of March 2022. The fixed telephone subscriptions per 100 people have also decreased up to 0.0704% from 0.0888% reported at the end of March 2022. The Figure 7 displays Trend of fixed telephone subscriptions and penetration rate.

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.

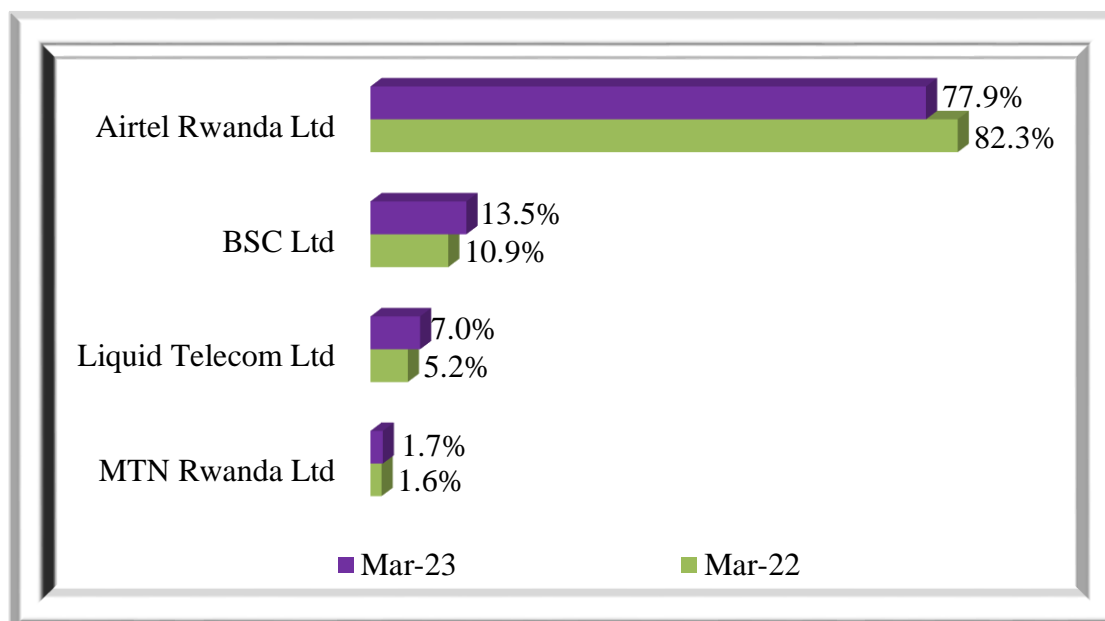
Figure 7: Trend of fixed telephone subscriptions and penetration rate



Source: Operators' reports

As of the 1st quarter 2023, the market shares in fixed telephone subscriptions for Airtel Rwanda Ltd decreased by 4.4 percentage points to 77.9%, and that for BSC Ltd increased by 2.6 percentage points to 13.5%. The market shares for Liquid Telecom Ltd increased by 1.8 percentage points to 7.0% and that for MTN Rwanda Ltd have increased up to 1.7% in comparison to the publications of the 1st quarter of 2022.

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



Source: Operators' reports

3.2. Fixed telephone traffic

During the first quarter 2023, the total volume of minutes originating within operators by fixed telephone lines were 1.1 million minutes, the total minutes originating from one operator to other operators were 0.3 million minutes, and the total minutes from Rwanda fixed telephone lines to international networks were 24,572 minutes. The number of minutes from international networks to local fixed telephone lines were 20,359 minutes.

Table 11: Outgoing mobile and fixed telephone incoming traffic as of 1st quarter 2023

Voice traffic	MTN Rwanda Ltd	Airtel Rwanda Ltd	Liquid Telecom Ltd	Total
Outgoing minutes				
On net	1,116,023	20,060	1,135	1,137,218
Off net	55,436	19,740	277,586	352,762
International	10,646	407	13,519	24,572
Incoming minutes				
International	19,201	493	333	20,359

Source: Operators' reports

3.3. Fixed telephone service tariff

During the first 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 March 2023

Destination	Liquid Telecom Ltd	MTN Rwanda Ltd	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 8,433,030 active SIM cards connected to the internet within the last 90 days and 49,577 active fixed internet subscriptions during the first quarter of the year 2023. The table below shows the internet subscriptions per operator per technology.

Table 13: Internet subscriptions per category as of March 2023

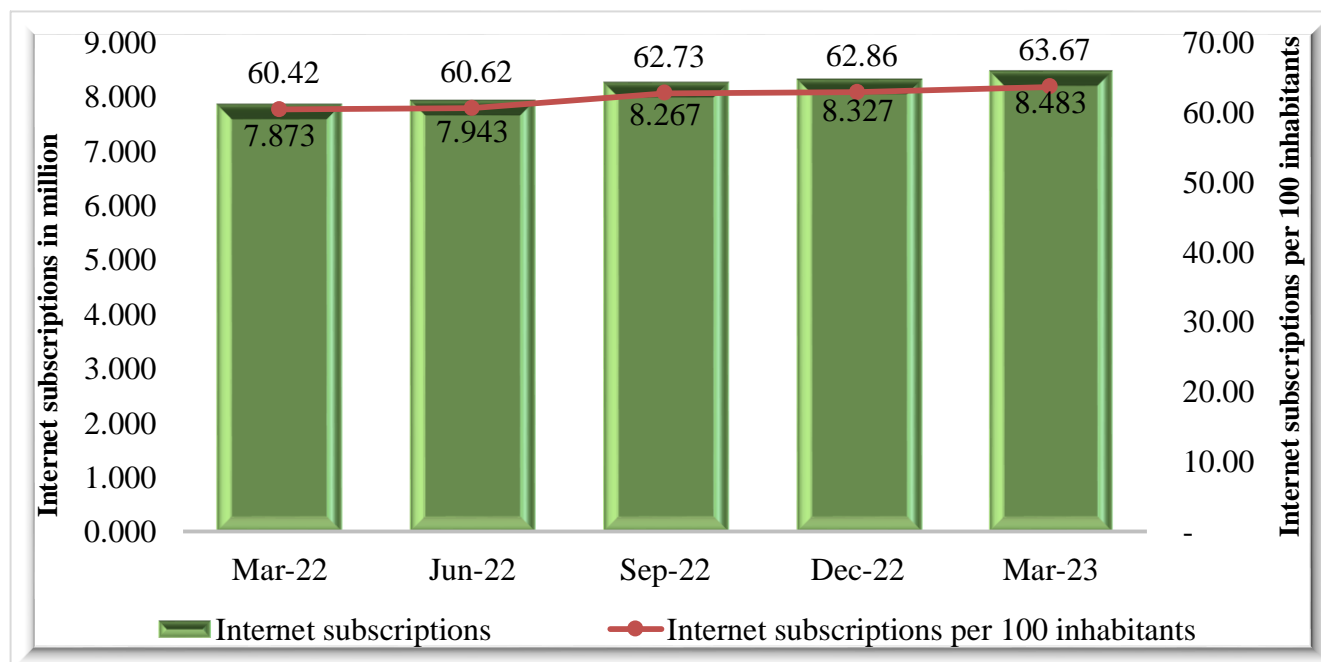
Name of operators	Fixed internet subscriptions		Mobile internet subscriptions			Total internet subscriptions
	Narrowband (≤ 256 kbps)	Broadband (≥ 256 kbps)	GPRS&EDGE	3G	4G	
MTN Rwanda Ltd	76	8,387	3,401,681	1,842,064	235,234	5,487,442
Airtel Rwanda Ltd		1,259	1,926,656	914,914	16,227	2,859,056
Axiom Networks Ltd		136				136
4NetAfrica Ltd		4				4
BSC Ltd		3,349			16,923	20,272
Liquid Telecom Ltd		15,414				15,414
CBNET Ltd		21			595	616
G-MAX Ltd		5			1,035	1,040
ISCO ISP Ltd		21			670	691
NET LINK Ltd		6			732	738
Piramie INC		1			687	688
Simba Supermarket					97	97
KOPA Telecom		56			6,220	6,276
BK Techouse		105			677	782
FASTNET		11			3,039	3,050
Mango Telecom Ltd		27			60,882	60,909
RTN Ltd					1,715	1,715
Smart Broadband Ltd		1			988	989
TNSP		12			650	662
NETPRO Ltd					1,344	1,344
GVA Rwanda		20,686				20,686
Total subscriptions	76	49,501	5,328,337	2,756,978	347,715	8,482,607
Subscriptions per 100 inhabitants	0.00	0.37	39.99	20.69	2.61	63.67

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 first quarter 2023, the total number of internet subscriptions increased by 7.7% to reach 8.483 million from 7.873 million for the end of March 2022 and there was an increase of 1.9% in comparison to the Q4 2022 publications. The internet subscriptions per 100 inhabitants for March 2023 increased by 0.81 percentage points up to 63.67% compared to December 2022.

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



Source: Operators' reports

As of March 2023, the fixed internet subscriptions increased by 43.7% in comparison to the first quarter 2022 publications. The 99.8% of total fixed internet subscriptions were subscribed to the speed greater or equal to 256 kbps whereas the 0.2% was below 256 kbps.

Table 14: Fixed internet subscriptions by speed

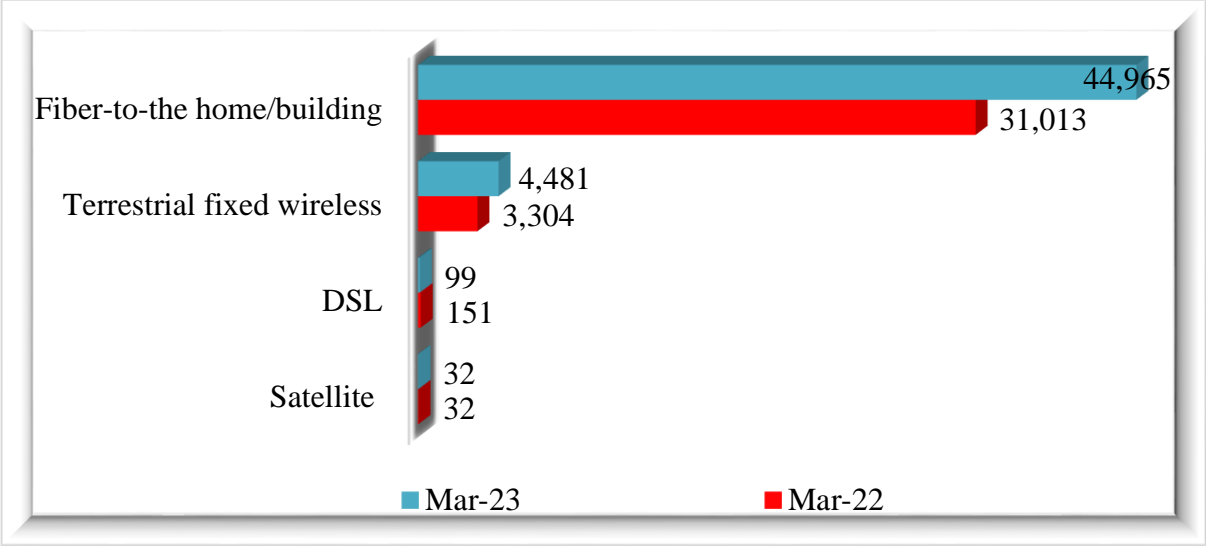
Speed	Fixed internet subscriptions	
	March 2022	March 2023
< 256 kbps	87	76
[256 kbps-2Mbps [1,607	1481
[2 Mbps -10 Mbps [4,265	4812
[10 Mbps-30Mbps [22,546	16971
[30 Mbps < 100Mbps [5,728	22954
≥ 100 Mbps	268	3283
Total	34,501	49,577

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 first 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 on satellite and DSL technology as shown in the below figure.

Figure 10: Fixed internet subscriptions by technology

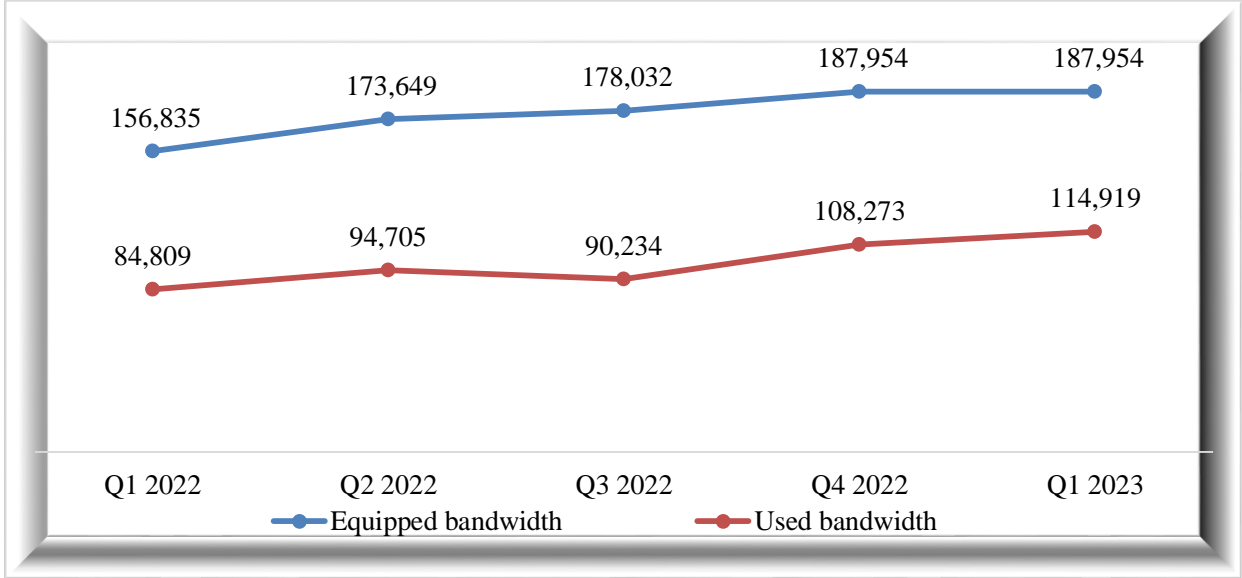


Source: Operators’ reports

4.2. International internet bandwidth

In the first quarter 2023, the total equipped international internet bandwidth available in the country was 187,954 Mbps whereas the average used internet bandwidth was 114,919 Mbps.

Figure 11: Trend of international internet bandwidth (Mbps) from Q1 2022 to Q1 2023

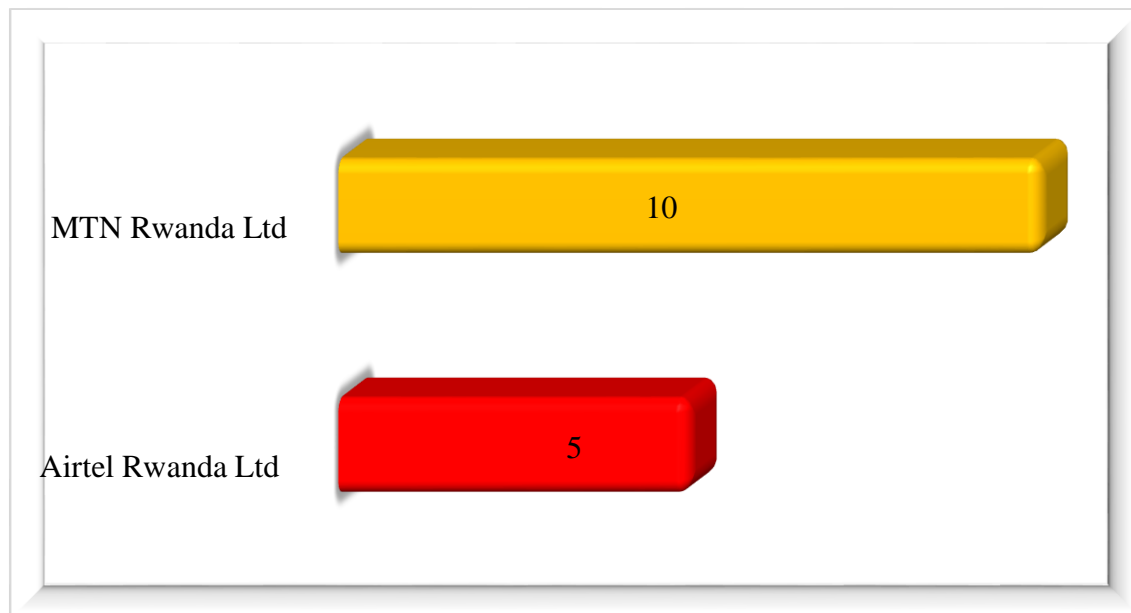


Source: Operators’ reports

4.3. Mobile internet tariff

During the first 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 network.

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



Source: Operators' reports

5. EMPLOYMENT IN TELECOMMUNICATION SECTOR

One thousand two hundred seven (1,207) persons were employed in telecommunication sector at the end of March 2023; one thousand ninety-six (1,096) are permanent staff whereas one hundred eleven (111) are temporary staff. There were also eight hundred twenty-five (825) outsourced staff employed by telecommunication sector. The table below illustrates the number of employed persons by operator.

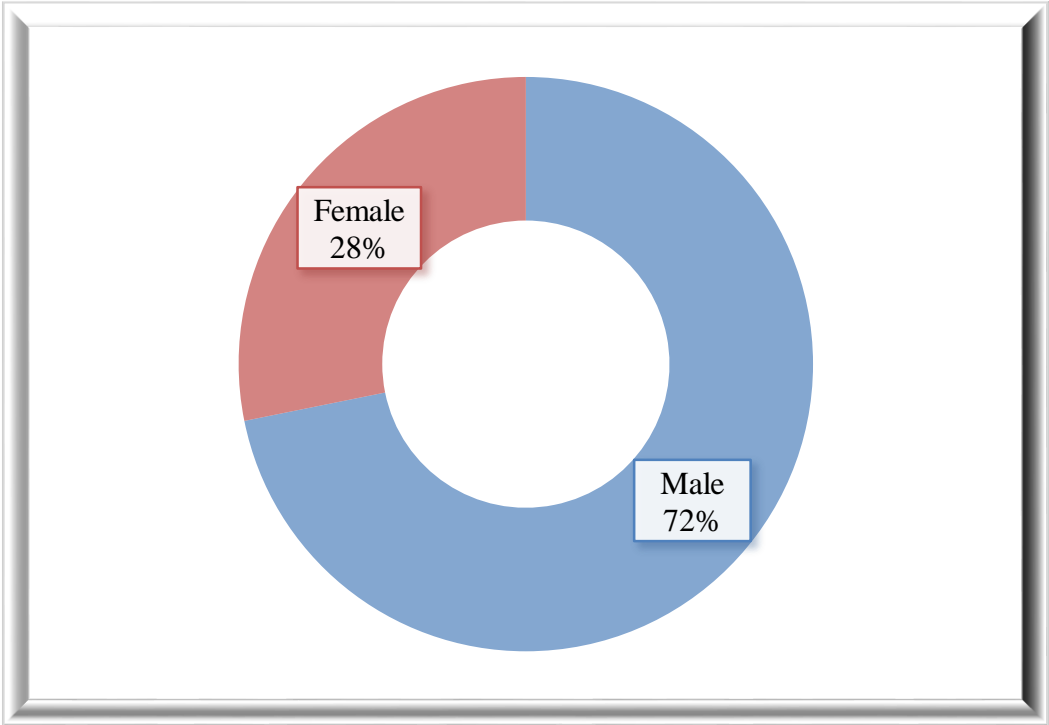
Table 15: Number of staff employed in telecommunication sectors as of March 2023

Operator	Type of contract			Gender		Domestic and foreign employees		Outsourced staff
	Temporary	Permanent	Total	Female	Male	Domestic	Foreign	
MTN Rwanda Ltd	5	333	338	117	221	332	6	552
Airtel Rwanda Ltd	0	119	119	15	104	117	2	180
Liquid Telecom Ltd	75	63	138	23	115	133	5	0
G-MAX	0	9	9	3	6	9	0	0
KOPA Telecom	1	18	19	5	14	19	0	0
Axiom Networks Ltd	1	25	26	7	19	23	3	0
4NetAfrica Ltd	0	1	1	0	1	1	0	0
TNSP	10	5	15	5	10	15	0	2
KTRN Ltd	3	105	108	19	89	105	3	0
Piramie INC	0	6	6	3	3	4	2	2
BSC Ltd	4	79	83	21	62	83	0	0
BCS Ltd	0	1	1	0	1	1	0	0
AC Group Ltd	0	38	38	10	28	38	0	0
FASTNET	1	9	10	3	7	10	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	6	41	47	9	38	46	1	0
Mango Telecom Ltd	0	138	138	69	69	137	1	0
NET LINK LTD	0	10	10	3	7	9	1	0
CBNET Ltd	2	1	3	1	2	3	0	0
RTN	0	19	19	6	13	19	0	0
Smart Broadband Ltd	0	4	4	0	4	4	0	0
NETPRO LTD	0	5	5	3	2	5	0	0
GVA Rwanda	3	60	63	17	46	62	1	87
Total	111	1,096	1,207	340	867	1,182	25	825

Source: Operators' reports

The three hundred forty (340) staff representing 28% of the total staff are female 71% are male as shown in the figure below. The four hundred seventeen persons (417) representing 50.5% per cent of the total outsourced staff are female.

Figure 13: Telecom staff by gender as of March 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 March of the year 2023.

6.1. Licensed media operators

During the first quarter 2023, there was one (1) licensed signal distributors, four (4) pay TV operators, twenty-nine (29) FM radio stations, twenty (20) television stations, fourteen (14) online media houses, nine (9) print media houses, and two (2) international media houses.

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

Category	Mar-2022	June-2022	Sep-2022	Dec-2022	Mar-2023
Signal distributors	1	1	1	1	1
Pay TV operators	4	4	4	4	4
FM Radio stations	30	30	29	29	29
Television stations	21	21	19	19	20
Online media houses	14	14	14	14	14
Print media houses	8	9	9	9	9
International media houses	2	2	2	2	2

Source: RURA database

6.2. Pay TV subscriptions

Registered Pay TV subscribers recorded at the end of the first quarter of the year 2023 were 486,033 whereas the active subscribers were 117,127.

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

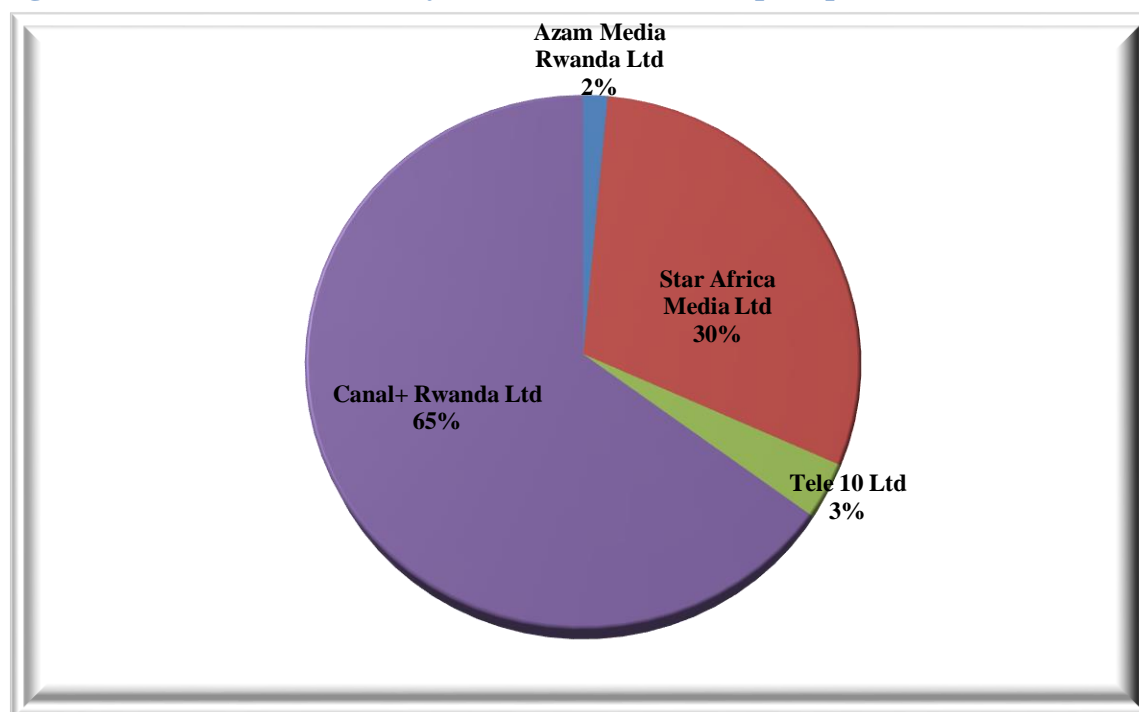
Name of Pay TV	Registered subscribers	Active ⁶ subscribers
Azam Media Rwanda Ltd	14,669	1,718
Star Africa Media Ltd	323,133	35,407
Tele 10 Ltd	4,071	3,936
Canal+ Rwanda Ltd	144,160	76,066
Total	486,033	117,127

Source: Operators' reports

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

As of March 2023, the market shares for Canal+ Rwanda Ltd in active Pay TV subscriptions was 65%, 30% for Star Africa Media Ltd, 3% for Tele 10 Ltd, and 2% for Azam Media Rwanda Ltd.

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



Source: Operators' reports

6.3. Decoders sold

During the first quarter of the year 2023, the number of decoders sold by Pay TV operators have decreased up to fourteen thousand five hundred thirteen (14,513) from thirty-three thousand three hundred forty-eight (33,348) recorded in the previous quarter.

Table 18: Trend of decoders sold from 1st quarter 2022 to 1st quarter of 2023

Number of Decoders Sold	Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023
Azam Media Rwanda Ltd	0	58	55	63	45
Star Africa Media Ltd	5,240	6,471	3,925	5,339	2,823
Tele 10 Ltd	240	319	311	1,914	231
Canal+ Rwanda Ltd	11,751	12,328	10,831	26,032	11,414
Total	17,231	19,176	15,122	33,348	14,513

Source: Operators' reports

6.4. Pay TV staff

The total number of staff employed by Pay TV operators as of March 2023 was one hundred forty-eight (148) of which 49.32% are employed by Star Africa Media Ltd, 37.84% by Canal+ Rwanda Ltd, 10.14% by Tele 10 Ltd, and 2.70% are employed by Azam Media Rwanda Ltd. The fifty-three (53) staff representing 35.8% of the total staff are female.

Table 19: Number of staff employed by Pay TV operators as of March 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	4	4	2	2	3	1
Star Africa Media Ltd	0	73	73	18	55	66	7
Tele 10 Ltd	0	15	15	6	9	15	0
Canal+ Rwanda Ltd	8	48	56	27	29	51	5
Total	8	140	148	53	95	135	13

Source: Operators' reports