LABOUR FORCE

SURVEY REPORT

RAS AL KHAIMAH

2020

CONTENTS

ACRONYMS

AED	Arab Emirati Dirham
Emirati	A citizen of the UAE regardless of where they reside
Non-Emirati (Expatriate)	A person who is living and working in a country other than their country of citizenship
ILO	International Labour Organization
ILOSTAT	International Labour Organization Statistical Database
ICLS	International Conference of Labour Statisticians
ISIC	International Standard Industrial Classification of All Economic Activities
ISCO	International Standard Classification of Occupations
ISCED	International Standard Classification of Education
LFS	Labour Force Survey
RAK	Ras Al Khaimah
SDGs	Sustainable Development Goals
UAE	United Arab Emirates
UAE Resident	Any UAE citizen or any citizen of another country who holds a UAE residency visa

FOREWORD

This report presents an overview of the main indicators from Ras Al Khaimah Labour Force Survey for 2020. The Labour Force Survey (LFS) is the largest annual household survey conducted by RAK Center for Statistics and Studies (RAK CSS) since 2017, providing a rich source of information on the labour force in compliance with internationally agreed concepts and definitions. This survey is part of a national survey implemented in all UAE and coordinated by the Federal Competitiveness and Statistics Centre.

The results of the 2020 LFS convey the official estimates of employed and unemployed, as well as of other key information on labour market trends that are disaggregated for Emirati nationals and non-Emirati nationals at a first instance and with additional breakdown by the main socio-demographic characteristics.

Efforts have been made by RAK CSS to make this report a comprehensive and informative document for policymakers to design labour market policies and to evaluate their effectiveness, as well as to meet user's needs for updated information on the labour market dynamics in Ras Al Khaimah Emirate.

EXECUTIVE SUMMARY

This report presents the annual labour statistics, providing a snapshot of the labour market situation in Ras Al Khaimah Emirate (RAK) for year 2020. It is worth highlighting that due to COVID-19 emergency, a number of changes were introduced in this round of the LFS, which concerned the technique of data collection and the questionnaire content. The information was collected in December 2020 from four different types of households: private households headed by Emirati national, private households headed by non-Emirati national, collective households– that are mainly non-Emirati workers sharing a dwelling, and from labour camps that are shared place to live for Non-Emirati workers[1].

For many of the indicators described below, the basic underlying concepts were established by the resolution concerning statistics of work and employment adopted by the 19th International Conference of Labour Statisticians (ICLS) in October 2013[2].

The LFS 2020 survey results showed that the age and gender structure of the population reflects the demographic particularities of a country who preserve the practice of hosting temporary labour migrants (the expatriate), which determines, to a significant extent the labour market dynamics in RAK.

With its very low demographic dependency ratio of 25 percent, that results from a large potentially economically productive population (aged 15 to 64 years), relative to a small number of less productive young and old people (persons aged 0 to 14 years and those aged 65 years and over), RAK remains located in an ideal window of economic opportunity. The high ratio among Emirati (61.7 per cent) is balanced by the very low ratio among Non-Emirati population (12.8 percent).

The overall number of men and women living in RAK in 2020, was not close, as the female population of RAK accounted for 34.3 per cent compared to the male population at 65.7 per cent. While the gender distribution of Emirati citizens showed that women accounted for 51 per cent of this population group, the expatriate citizen's profile was instead highly gendered, with women accounting only for 26.3 percent.

The youth population aged 15-24 years, constituted 17.3 per cent of the total population, with a share of Emirati youth higher than that Non-Emirati youth: 28.3 per cent and 13.5 per cent respectively.

Among those aged 3–24, there were some differences in education status based on nationality. Emirati citizens had high participation rates in schooling and higher education attainment compared to the Non-Emirati.

The survey data indicated for a composition of the labour force where Emirati citizens made up about 16.1 per cent of the total labour force and the remaining 83.9 percent were Non-Emirati. Furthermore, expatriate work force was dominated by men that are often married but come alone to work and leave wife and family in their home country.

Some key findings from the analysis of labour market data from LFS 2020 are outlined as follows:

The Participation Rate: Almost three fourth of working age population 15 years old and over (77.9 per cent) living in RAK were participating in the labour force as of 2020. The difference between the rates for Emirati and Non-Emirati resident population was large, at 47.9 per cent and 88.2 per cent

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[1] The number of usual residents in workers camps constitute a considerable share of non-Emirati population. Units are supervised and managed as accommodations for workers, which are provided by employers to non-Emirati workers.
[2] The resolution concerning statistics of work, employment and labour underutilization adopted by the 19th International Conference of Labour Statisticians, 2–11 October 2013, is available at:
https://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm

respectively. Furthermore, the gender gap in labour force participation was remarkable – with women's labour force rate at 43 percentage points lower than the men's rate.

The employment to population ratio: was 73.3 per cent. The Emirati and Non-Emirati employment to population ratio was 40 per cent and 85.1 per cent, respectively. Among employed Emirati the share of those employed with a university degree or higher stood at 36 per cent of total employment, while for employed Non-Emirati it stood at just 12.5 per cent.

Employment by major branch of economic activities: services was by far the most important sector of economic activity in RAK in terms of employment (66.7 per cent), followed by industry (25.3 percent) and agriculture (7.5 percent).

Employment Status: Almost all employed in RAK (96.9 per cent) were employees or employers, thus more likely to have a decent work status. So, 98.3 percent of employed Emirati and 96.7 percent of employed Non-Emirati were likely to have more job security due to their employment status.

Activity Status: With Emirati nationals mainly employed in the public sector at 86 per cent, the expatriate workers constitute the bulk of private sector employment, at 71.5 per cent.

Unemployment: Unemployment rate was low - estimated at 5.6 per cent, suggesting that a limited number of persons could not find a job in 2020.

Persons outside the labour force: In 2020, slightly less than one-fourth of the working-age individuals (22.3 per cent) were not part of the labour supply to the RAK economy. The nationality status yield interesting differences between Emirati and the Non-Emirati (52.1 per cent and 11.8 per cent respectively). Strong gender differences were observed as concerns the reasons for being inactive: for women domestic responsibilities were the main motive (47.3 percent) while for men many other reasons (50.4 percent) are mentioned, including retirement, those aged 65 + and not working, independent income; unwillingness to work; didn't find suitable work; etc...

CHAPTER 1: An Overview of Ras Al Khaimah

1.1 Introduction

Ras Al Khaimah is the fourth largest emirate of the United Arab Emirates (UAE). It was renowned for its prosperous port and exquisite pearls. It covers an area of 2 ,447.1sq. km approximately which is equal to 3.4 per cent of the total area of the UAE. The emirate is located near the northernmost point of the UAE and shares its boundaries with the emirates of Umm Al Quwain, Fujairah and Sharjah. It shares its international border with the Sultanate of Oman. The city of Ras Al Khaimah is the capital of the Emirate.

1.2 Economy

RAK has been witnessing an increased involvement of all sectors of economy, including agriculture. The recent establishment of free zones and industrial areas has influenced its economy positively. The Economic Zone - RAKEZ offers customisable solutions to free zone and non-free zone businesses in over 50 industries. It is currently the largest cement producer in the UAE and home to the largest pharmaceutical manufacturer. RAK is connected to the other emirates by an advanced road network, which enhances the trade traffic and domestic tourism, and facilitates the transportation of individuals.

RAK also has been working on attracting tourists taking advantage of its natural elements: sea, desert and mountains. Ras Al Khaimah was voted as the Gulf Tourism Capital for two consecutive years. Many new resorts have been built especially in Marjan island with international brands and more are yet to come. Ras Al Khaimah aims to attract 2.9 million visitors per year by 2025 and tourism is central to its economic diversification strategy.

1.3 Education

Education is among top priorities of the Emirate and in its efforts to build a promising future and achieve comprehensive, sustainable growth, RAK provides an outstanding educational environment that takes education to a world-class level. Today, a roster of educational institutions is equipped with the best educational facilities according to the highest international standards, from kindergarten to primary and secondary schools as well as many universities that offer degrees in modern subjects. Education is free for national citizens in public schools.

1.4 Labour market

The labour market dynamics in RAK, as in the whole UAE, are complex as they very much rely on the international labour mobility flows. At present, expatriates are outnumbering the Emiratis work force. With Emirati national typically employed in the public sector in stable and relatively well-paying jobs, foreign workers constitute the bulk of private sector employment.

CHAPTER 2: Characteristics of Surveyed Population

2.1 Introduction

Information on the demographic characteristics of the household population from LFS 2020, provides a context to interpret labour market indicators. In addition, this information sheds light on the demographic profile of resident population at the time of the survey. This chapter provides a general overview of main socio-demographic features, including the population distribution (section 2.2), household composition and marital status (section 2.3 and 2.4), and school attendance and educational attainment (section 2.5).

2.2 Population Distribution

> **Resident population:** *comprises persons of all ages who were living in RAK during the reference period, regardless of citizenship.*
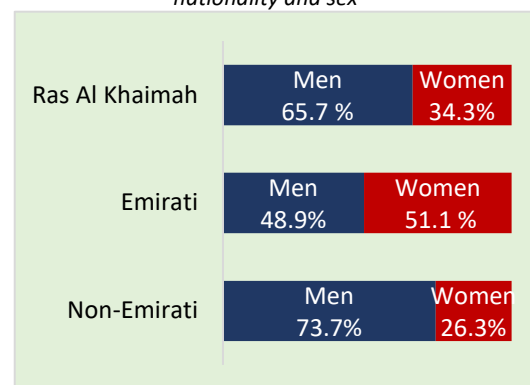>
> **Household:** *A person or group of related or unrelated persons who live together in the same dwelling unit(s), who acknowledge one adult male or female as the head of the household, who share the same housekeeping arrangements, and who are considered a single unit.*

The survey estimates indicate that in 2020, the overall number of men and women was very distant. For the emirate as a whole, the sex ratio of 191.5, confirms an imbalance of males and females to the disadvantage of women.

Figure 2.1 and **Figure 2.2** show the structure of the surveyed population by sex and age class, and by nationality. As an overall observation, the gender and age composition of Emirati nationals was as expected, reflecting both demographic and socioeconomic history of this population. There was a slight gender imbalance: 96 men for 100 women. The age profile is greatly skewed toward youth, with nearly half of population (52.5 per cent) under the age of 25. The share of the elderly — defined here as those aged 65 years and over — in the total population of Emirati was 4 per cent (**Figure 2.2**).

The profile of the expatriate was instead highly gendered, and men dominated, that is leading to a high sex ratio - 281 men for 100 women. The age distribution of Non-Emirati population was greatly skewed toward adult working age population structures of 25-64 years (76.6 per cent). While, 22 per cent of Non-Emirati were under 25 years, at the other end of the age spectrum, the elderly accounted only for 1 per cent. The data therefore show that men continue to migrate alone for work in RAK and leave wife and family in their home country, as also confirmed by the low share of children 0-14 years (10.3 per cent) among this population.

Figure 2.1 Household population, 2020
Percent distribution of household population by nationality and sex

	Men	Women
Ras Al Khaimah	Men 65.7 %	Women 34.3%
Emirati	Men 48.9%	Women 51.1 %
Non-Emirati	Men 73.7%	Women 26.3%

Sex ratio	
RAS AL KHAIMAH:	191.5
EMIRATI:	95.7
NON-EMIRATI:	280.7

Note: *Sex ratio is the number of males per 100 females in the population.*

Figure 2.2 Age class structure, 2020

Distribution of age class structure of the household population, *by nationality (%)*
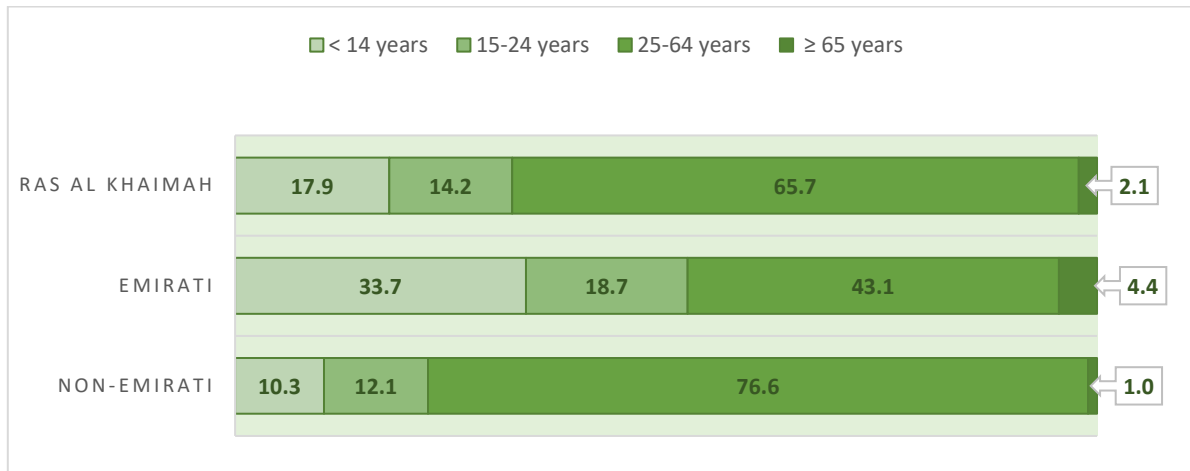
2.3 Household Composition

Head of household *is a usual member of the household that all members consider as head and makes most of the day-to-day decisions regarding the running of the household.*

Marital status *refers to the categorization of the population in relation to whether an individual is married, never married, separated, divorced, widowed.*

The demographic characteristics of the household are important variables for assessing the participation in labour force patterns. The LFS 2020 collected information from four different types of housing arrangements: private households headed by Emirati national, private households headed by non-Emirati national, collective households (mainly non-Emirati workers sharing a dwelling) and from labour camps (shared place to live for Non-Emirati workers)[3].

Table 2.1 combine information for private households headed by Emirati national and households headed by Non-Emirati national. The relationship with head of households is necessary to distinguish the household members in relation to the head or other reference member of the household. The results indeed indicate for a soundly different composition for Emirati and Non-Emirati households.

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[3] The number of usual residents in workers camps constitute a considerable share of non-Emirati population. Units are supervised and managed accommodations of workers, which are provided by employers to non-Emirati workers.

Table 2.1 Relationship with head of household, 2020

Distribution of private household population in relationship with the head of household, by nationality (%)

| Relationship to Household Head	Emirati private Household	Non-Emirati private Household
Head of Household	14.6	27.1
Husband / Wife	12.1	19.2
Son / Daughter	49.7	45.9
Father / Mother	1.1	1.4
Son-in-law/ daughter-in-law	1.2	0.7
Grandson / Granddaughter	3.3	1.2
Brother/ Sister	1.4	1.3
Grandfather / Grandmother	0.0	0.0
Father-in-law/ mother-in-law	0.4	0.4
Step-son/step-daughter	0.0	0.0
Other Kinship	0.8	0.2
Domestic Workers	15.1	1.9
Other	0.1	0.7
Total	**100.0**	**100.0**

Note: Table is based on de facto household members that is the persons who usually live in the household (usual residents) and guests of the household (usual residents of RAK).

The percentages by relationship with head of household do not quite equal 100, they are based on rounded figures.

It was estimated that, the vast majority of private households in RAK (89.7 per cent) were headed by a man while only 10.3 per cent were headed by a woman (Figure 2.3). The results for Non-Emirati also suggest a limited presence of adult women who came alone to RAK to work.

Figure 2.3 Head of household sex, 2020

Distribution of head of private household, by sex and by nationality (%)
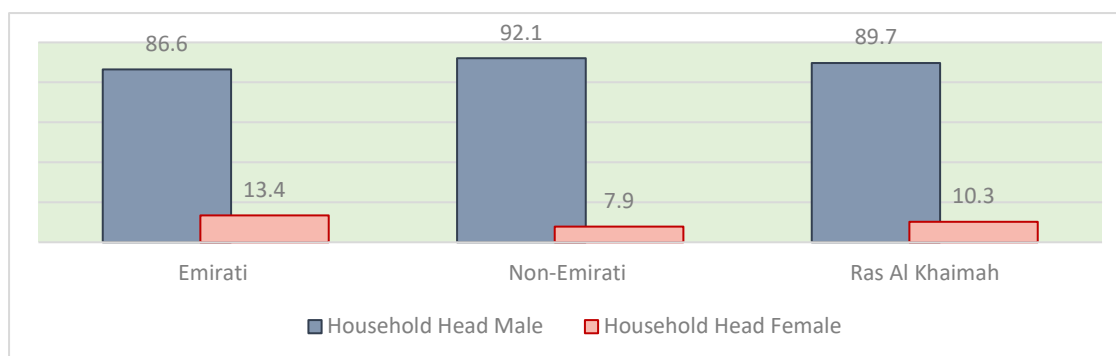
With regard to single adult households, 92.2per cent of them were composed of individuals (either male or female) in the age sequence 25-64 years (**Figure 2.4**). Furthermore, men recorded a largely higher number (92.6 per cent) of people living alone for all age groups compared to women (calculated as a proportion of male households or female households over the total cases of single adult households).

Figure 2.4 Single-adult households, Ras Al Khaimah, 2020
Distribution of single person households by sex and age (%)
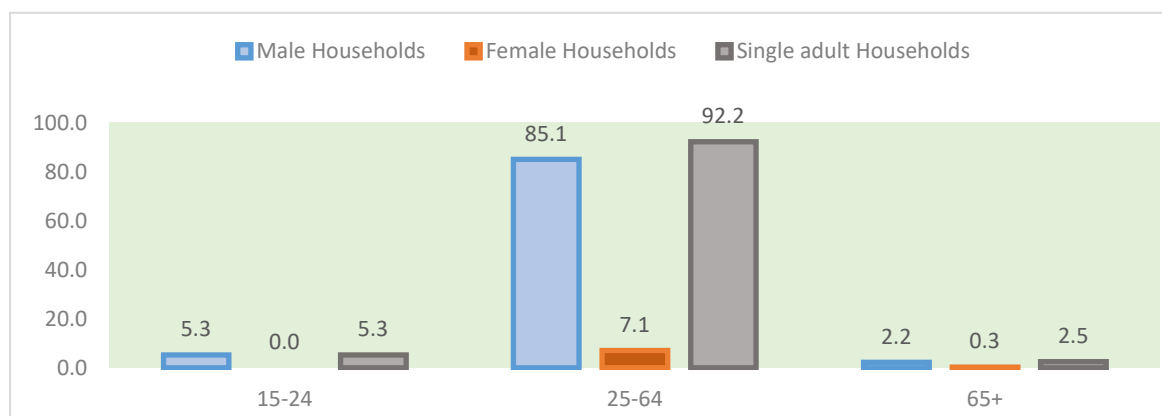
2.4 Marital status of surveyed population

Marriage patterns of the surveyed population are also of interest because marital status and participation in labour force are often interrelated. Of the total population aged 15 years or older living in RAK, the married accounted for 66.3 per cent and the never married for 31.8 per cent (**Table 2.2**).

Nearly above half of the Emirati nationals (52.9 per cent) reported to be married, while nearly 4 in ten persons (42.5 per cent) were never married, followed by those that were divorced or widowed at 4.6 per cent. There are some gender differences observed: the proportion of single men was slightly higher than for single women (44.7 vs.40.4 per cent), instead the share of divorced and widowed women is higher compared to men (8.3 vs. 0.9 per cent respectively).

Among the Non-Emirati aged 15 years or older, around 7 out ten people reported to be married (71.1 per cent), 28 per cent were never married and only less than 1 per cent were divorced or widowed. Gender differences were also observed. The higher share of single women that were never married, compared to men (of 5 percentage point difference) and the lower share of married women compared to men (of 7.5 percentage point difference) might be because women come in RAK if they are single but men come alone to work in RAK and leave family that resides in their home country.

Table 2.2 Marital status, 2020
Percent distribution of household population aged 15 +, by marital status, nationality and sex

Marital Status	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Single	30.1	35.6	31.8	44.7	40.4	42.5	26.8	31.9	28.0
Married	69.5	59.4	66.3	54.2	51.4	52.9	72.9	65.4	71.1
Divorced/separated	0.2	4.6	1.6	0.6	7.4	4.0	0.1	2.6	0.7
Widowed	0.3	0.4	0.3	0.3	0.9	0.6	0.2	0.1	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: Marital status refers to the categorization of the population in relation to whether an individual is married, never married (single), divorced or separated (detached), widowed.

2.5 School Attendance and Educational Attainment

Access to quality education is fundamental for the economic development of RAK. School enrolment and educational attainment (highest level of schooling) are measures of knowledge and skills, or human capital accumulation in relation to labour market performance. The LFS 2020 data showed that at Emirate level, 64.8 per cent of population aged between 3 and 24 years were enrolled in an educational institution. School enrolment by school age children age 6 to 9 and that of children 10 to 13 is almost universal (99.0 and 96.5 per cent, respectively). Whereas only 23.5 per cent of young people 18-24 years were enrolled in any regular, accredited programme of organized learning, either public or private (**Table 2.3**).

The gender parity index (GPI) is calculated to reflect the magnitude of the gender gap. As per definition, GPI of 1 indicates parity or equality between school participation ratios of girls and boys up to from 3 to 17 years old (**Table 2.3**). However, the overall GPI for 2020 resulted 1.3 (thus higher than 1), which indicated for a favoured position of females in education, that was due to the difference observed among those aged 18-24 years that join an advanced educational institution (37.3 percent for young women and 15.5 for young men).

Table 2.3 School enrolment, Ras Al Khaimah, 2020
Net school enrolment rate for resident population aged 3-24 years, by sex and age-sequence

Age-group	Both sexes	Male	Female	GPI
3-5	60.9	61.6	60.3	**1.0**
6-9	99.0	99.4	98.7	**1.0**
10-13	96.5	98.7	94.2	**1.0**
14-17	96.3	95.9	96.7	**1.0**
18-24	23.5	15.5	37.3	**2.4**
Ras Al Khaimah	64.8	58.2	73.0	**1.3**

Note: Net enrolment rate is the number of boys and girls of the age of a particular level of education that are enrolled in that level of education, expressed as a percentage of the total population in that age group.
Gender Parity Index (GPI) for primary school is the ratio of school enrolment for females to that for males.

Moreover, looking at the enrolment by nationality, we find that the Emirati population aged 3 to 24 years was more likely to enrol in an educational institution and have formal education than the Non-Emirati (78.7 per cent and 49.4 percent respectively) and this is especially true for the age-groups of young children aged 3 to 5 and those aged 18 to 24 (**Figure 2.5**).

Figure 2.5 School enrolment by nationality, 2020
Net school enrolment rate for resident population aged 3-24 years, by nationality and age-sequence
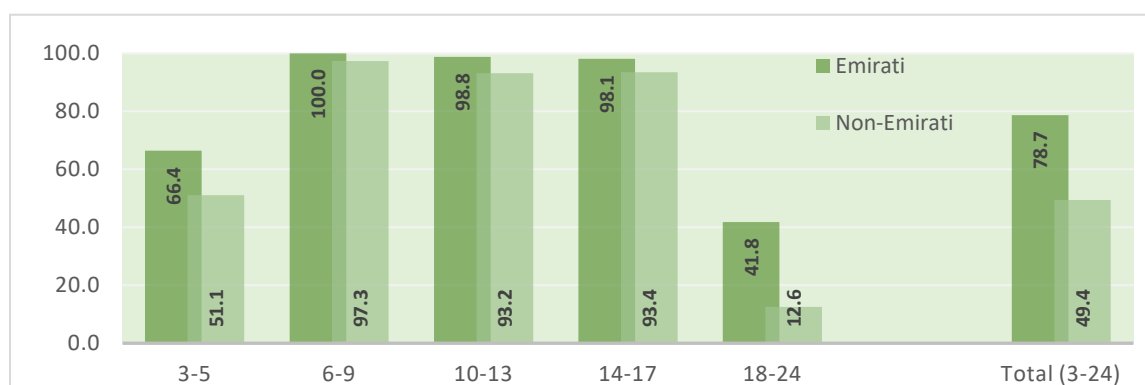
Educational attainment as one of the factors determining the employability of workers, refers to the highest level of education attained or completed by a person 25 years and above. Education attainment is classified according to the International Standard Classification of Education (ISCED 2011).

Table 2.4 presents the educational attainment of household population at the time of the survey. Overall, among those literate aged 25 years and above, only 8.6 percent had no formal education, while 6.9 percent were illiterate. Around 15 per cent of people resident in RAK, had completed a university-level education or higher. The proportion of women was higher than of men which is true for both nationalities. Some differences attributable to nationality were observed across all levels of education. It is interesting to note that the proportion of Emirati were more prone to complete an upper secondary or higher level of education compared to Non-Emirati. As regards to non-formal education instead, the Non-Emirati men (10.3 per cent) and women (10.8 per cent) were more likely to be in this group than the Emirati men (3.6 per cent) and women (4.5 per cent).

Illiteracy was slightly higher for Non-Emirati (7.7 per cent) than for Emirati (4.9 per cent), yet with some gender differences for Emirati.

Table 2.4 Educational attainment, 2020

Distribution of highest level of schooling completed, of resident population aged 25 +, by nationality and sex (%)

Level of education	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
A. Literate									
No formal education	8.9	8.0	8.6	3.6	4.5	4.1	10.3	10.8	10.4
Primary	21.5	18.6	20.6	15.0	14.6	14.8	23.2	22.0	22.9
Lower secondary	22.2	15.3	20.0	18.6	13.8	16.1	23.2	16.6	21.5
Upper Secondary	20.6	23.9	21.7	40.2	32.2	36.1	15.5	17.1	15.9
Post-secondary non-tertiary	7.3	7.2	7.3	3.5	6.9	5.3	8.3	7.5	8.1
Bachelor or equivalent	10.9	16.8	12.8	12.6	19.4	16.1	10.4	14.7	11.5
Higher diploma/Master/Doctorate	1.9	2.8	2.2	3.7	1.7	2.7	1.4	3.6	2.0
B. Illiterate	6.7	7.3	6.9	2.8	6.9	4.9	7.7	7.7	7.7
Total (A+B)	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Box 1.

The use of information on educational attainment

The impact of the level of educational attainment of the workforce in their labour market situation is analysed in the next chapters. Estimations are presented in line with the standards of ILOSTAT, by using the aggregate level of education attainment as follows: (i) **Less than basic** that comprises: No schooling and Early childhood education; (ii) **Basic** that comprises: Primary education and Lower secondary education; (iii) **Intermediate** that comprises: Upper secondary education and Post-secondary non-tertiary education; (iv) **Advanced** that comprises: University, Master or equivalent level and Doctoral or equivalent level.

CHAPTER 3: Working Age Population

3.1 Introduction

The statistics presented in this chapter, are used to outline the composition and involvement of RAK UAE human capital in the labour market. Information on working age population and its primary status in economic activity, provides the basis for the analysis of labour market indicators. The working age population comprises mainly two main categories of the population: the labour force and the population which is outside the labour force.

The people's participation in the labour force, patterns and trends are observed through key indicators such as the labour force participation rate and the unemployment rate (section 3.3). The profile of people who are outside the labour force is observed through the economic inactivity rate and the reasons for being inactive (section 3.4).

3.2 Working Age Population

From an economic point of view, the working-age population is a factor that has a large impact on the labour market and the national economy[4]. In RAK UAE, the working-age population refers to all persons aged 15 and older.

The LFS 2020 estimated that the at Emirate level, 82.1 per cent people are likely ready and capable to work (**Table 3.1**), of which 26.1 per cent were Emirati and 73.9 per cent were Non-Emirati. Comparisons based on nationality, indicate that six out of ten Emirati (66.3 per cent) and nearly 9 out of ten Non-Emirati (89.7 per cent) were in working age. Men were dominating this population, which was attributable to the large presence of expatriate males.

The youth aged 15 to 24 years, make up 17.3 per cent of total working age population aged 15 and over resident in RAK, with a higher share of young Emirati compared to the Non-Emirati: 28.3 per cent and 13.5 per cent respectively.

Table 3.1 Working age population, 2020
Share of the working age population by nationality and sex

In percentage

Working-Age Population	Emirati	Non - Emirati	Ras Al Khaimah
Aged 15 + *	66.3	89.7	82.1
Male Aged 15 +	48.9	76.2	69.1
Female Aged 15 +	51.1	23.8	30.9
Youth (15- 24 years)**	28.3	13.5	17.3
Age Dependency ratio***	61.7	12.8	25.1

**Percentage of persons aged 15+ out of total population /Emirati/Non-Emirati.*
** *Percentage of young people 15-24 out of total working age population 15+, /Emirati/Non-Emirati.*
*** *The dependency ratio is an age-population ratio of those typically not in the labour force (the dependent part ages 0 to 14 and 65+) and those typically in the labour force (the productive part ages 15 to 64).*

The overall age dependency ratio[5] of 25.1 per cent, indicates that in economic terms, the burden caused by non-working people on the working-age population, is alleviated by the large presence of Non-Emirati that are in the working age. In point of fact, the age structure of Emirati nationals, which leads to a high dependency ratio– nearly 62 persons in the less-productive (young and old) ages per 100 persons in the more productive ages - is counterbalanced by the low age dependency ratio for Non-Emirati nationals, which is of 12.8 per cent.

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[4] The working-age population to promote international comparability for statistical purposes, comprises all persons aged 15 and older for which an inquiry on economic activity is made (ilostat.ilo.org).
[5] Age dependency ratio as a demographic measure provide information on how the demographic structure of a country impacts the proportion of non-working and working persons by assuming fixed age limits in the labour market e.g persons aged between 15 and 64 years (Harasty, C., & Ostermeier, M. 2020)

People of working age can be classified according to their labour force status, into three mutually exclusive groups: the employed (they have a job), the unemployed (they are jobless, but available and looking for a job), and persons outside the labour force (they are jobless but not available and/or not looking for a job). All persons in employment and those in unemployment make up the labour force and are called economically active. Whereas persons who are neither employed nor unemployed, that is, persons outside the labour force are the non-economically active. **Table 3.2** presents an overview of the share of population 15 years and over, by economic activity status, by nationality and sex. The estimates are in details interpreted in the next sections.

Table 3.2 Economic activity status, 2020

Share of population aged 15 years and over by economic activity status, by nationality and sex (%)

Nationality	Sex	Labour Force				Outside Labour Force	Total Population 15+ (%)
		Employed	Unemployed	Total	%		
Ras Al Khaimah	Males	96.7	3.3	100.0	91.0	9.0	100.0
	Females	84.3	15.7	100.0	48.0	52.0	100.0
	Both sexes	**94.4**	**5.6**	**100.0**	**77.7**	**22.3**	**100.0**
Emirati	Males	92.2	7.8	100.0	66.6	33.4	100.0
	Females	65.1	34.9	100.0	30.0	70.0	100.0
	Both sexes	**83.5**	**16.5**	**100.0**	**47.9**	**52.1**	**100.0**
Non-Emirati	Males	97.4	2.6	100.0	96.5	3.5	100.0
	Females	91.4	8.6	100.0	61.7	38.3	100.0
	Both sexes	**96.4**	**3.6**	**100.0**	**88.2**	**11.8**	**100.0**

### 3.3 Labour Force and Unemployment

Labour force

The labour force, in other words represents the current supply of labour for the production of goods and services in an economy. Labour force share by certain age-sequence and educational attainment, and according to nationality indicates the essential differences and similarities between the Emirati and Non-Emirati economically active population (**Figure 3.1 and Figure 3.2**).

There are differences in the share of youth, older persons (aged 55 to 64) and seniors (aged 65 and above) both in the working-age population and in the labour force, among Emirati and Non-Emirati. For those aged from 25 to 54 in labour force, the Non-Emirati share was 6 percent point larger than Emirati one (84.5 per cent vs. 78.3 per cent). These results may be explained by the different demographic characteristics of the resident population of both nationalities.

Figure 3.1 Labour Force, 2020

Distribution of the working-age population and labour force by age groups, 2020 (%)
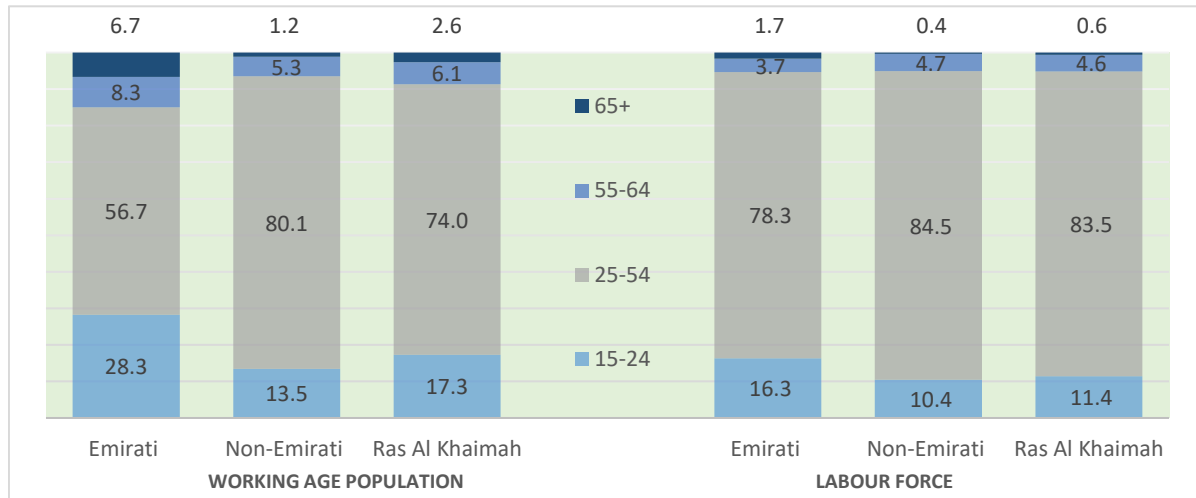
Labour force population aged 15 years and over by marital status (%)
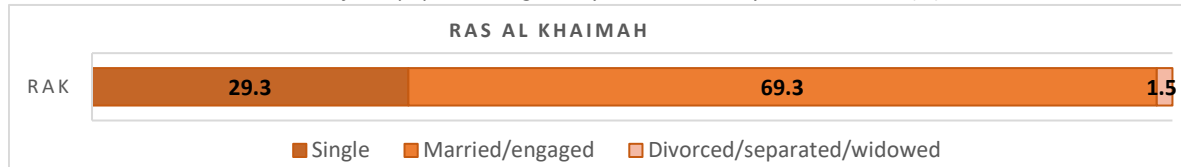
The distribution of the labour force by level of educational attainment is provided in **Figure 3.2**. While nearly 1 out of ten Emirati workforce had no higher than basic education (11 per cent), there were 6 out of ten Non-Emirati workforce (62.7 per cent) with the same status. Yet, the share of the labour force people having completed an advanced education level is nearly 22 percentage points higher for Emirati compared to non-Emirati (36.1 per cent and 13.4 per cent respectively).

Moreover, the data revealed gender differences in the educational level of women and men in the workforce. This is especially true for the Emirati: more than half of the women had an advanced educational level, while the majority of men in the workforce had a lower educational level (basic; less than basic and intermediate educational level).

Figure 3.2 Labour force by educational attainment, 2020
Distribution labour force population aged 15 years and over by groups of education attainment, nationality and sex (%)
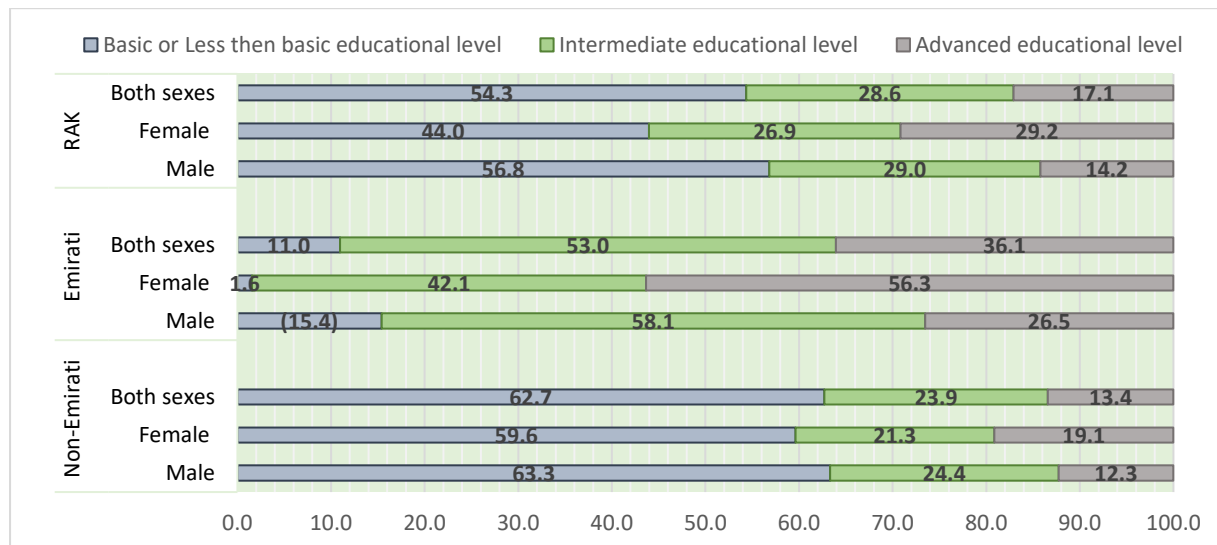
The level of labour market activity is typically measured by the labour force participation rate (LFPR) that is defined as the ratio of the labour force to the working age population, expressed in percentage. The LFS 2020 survey results indicate that over three fourth of the working-age population living in RAK were either working for pay or profit, or looking for work (77.7 per cent) (**Figure 3.3**).

Looking at the figures by nationality, there is a distinct difference among Emirati and Non-Emirati population 15 years and over. The Non-Emirati, were to a greater extent more actively engaged in the labour market than Emirati counterparts (88.2 per cent and 47.9 per cent respectively). Such a high percentage for Non-Emirati is attributable to the fact that the majority of them are migrant workers, who can stay in RAK because they have a work, so when they stop working are obliged to leave the country unless they find another job in a short period.

Like most national rates, the LFPR has an inverted U-shape, more pronounced for Emirati than Non-Emirati. The Non-Emirati curve is above, reflecting the higher LFPR for Non-Emirati in all age-groups, and it stood at around 90 per cent for persons of the age range 25-54 years. For Emirati, the curve reaches a peak in the age group 25-34 years (at 75.5 per cent), before descending sharply.

Figure 3.3 Labour Force Participation Rate, 2020
Age specific labour force participation rate, by age-groups and nationality (%)
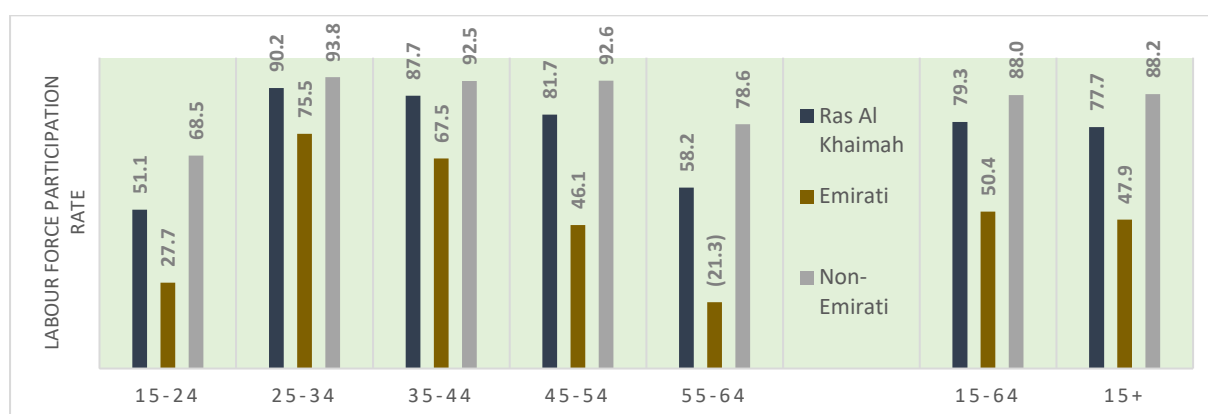
Note: This is the refined participation Rate = Total labour force or economic active individuals (employed + unemployed)/ total population 15 years and above *100;
Figures in parentheses are based on 25-49 unweighted cases[6].

During the period from 2018 to 2020, there was a decrease in the overall LPFR, by 0.8 percentage points in 2020 (**Table 3.3**). However, relative to the previous years, more Emirati have an active status which is mostly due to the significant rise of active men and women - who were either working for pay or profit, or looking for work in 2020. The gender differences remain significant, as the LFPR is lower for women than for men for the Emirate and for the two nationality groups.

Table 3.3 Labour force participation rate trends, 2018-2020
LFPR of population aged 15 years and over, by sex and nationality

Nationality	Both sexes			Male			Female			Change*
	2018	2019	2020	2018	2019	2020	2018	2019	2020	
Ras Al Khaimah	78.5	74.0	77.7	91.2	87.2	91.0	45.9	46.4	48.0	-0.8
Emirati	41.4	43.9	47.9	61.0	60.0	66.6	23.7	28.0	30.0	+6.5
Non-Emirati	88.8	83.6	88.2	96.1	93.1	96.5	61.1	57.5	61.7	-0.6

Note: *The change refers to the difference of LFPR for both sexes and nationality of 2020 compared to 2018

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[6] For proportions or percentages, the recommended minimum size of the denominator is 25 unweighted cases.

Unemployment

On the other hand, unemployment indicates about the unsatisfied supply of labour in RAK. The unemployment rate is considered one of the main labour market measures and it is incorporated in the SDG framework (SDG Indicator 8.5.2).

LFS 2020 results indicate that the overall unemployment rate, i.e., the proportion of the persons in the labour force that are unemployed, was at 5.6 per cent in 2020 (**Table 3.4**). This figure means that in RAK a small number of persons who are looking for a job cannot find one, despite being available to take up work. The data also indicate for a pattern of unemployment in rise since 2019 (by 1.7 percentage point), which may be due to the spread of the COVID19 pandemic.

As expected, women in the labour force were more likely to be unemployed than men counterparts. The gender gap was nearly 12 percentage point: female unemployment rate was 15.7 per cent compared to male unemployment rate of 3.3 per cent. The gender gap has however deepened since women who are looking for a job cannot find one and actually their situation has deteriorated, with 5.5 percentage point compared to 2018 which may be due to more women willing to enter the labour market and are searching for jobs compared to previous years.

Table 3.4 Unemployment rate, 2018-2020
Unemployment rate of population aged 15 years and over by sex and nationality (%)

	Both sexes			**Male**			**Female**			Gender Gap 2020
	2018	2019	2020	2018	2019	2020	2018	2019	2020	
Ras Al Khaimah	3.3	3.9	5.6	2.2	1.6	3.3	10.2	12.8	15.7	-12.4

Note: Gender gap measures the difference between the unemployment rates of men and women aged 15+

Among the unemployed people in RAK, the largest share was for those with an intermediate educational level (47.8 per cent). Yet, 37.4 per cent of those who found themselves unemployed in 2020, were highly educated workforce (had an advanced educational level).

Figure 3.3 Unemployed in Ras Al Khaimah, 2020
Distribution of unemployed persons aged 15 years and over by educational level (%)

| Ras Al Khaimah | 14.8 | 47.8 | 37.4 |

☐ Basic or Less then basic educational level   ☐ Intermediate educational level   ☐ Advanced educational level
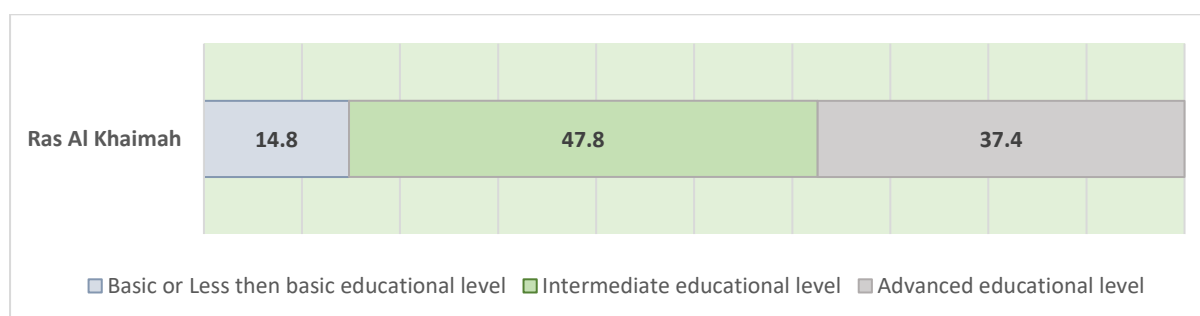
Box 2. Labour force participation and unemployment of women and youth

The gender differences in labour force participation: the analysis above shows that there are strong gender patterns underlying people's participation in the labour force. At the Emirate level, the activity rate is significantly lower for women than for men over the years - and rate increased in 2020 (48.0 per cent) (as shown in **Table 3.3** above). Indeed, the gender gap in overall LFPR remained the same for the designated period: while in 2017, the female rate was 42 percentage points lower than the male rate, in 2020 it was 42.4 percentage points. Moreover, the gender gap is increasing with the age-groups (**Table 3.5**). This underrepresentation indicates a likelihood for economic dependence of women on others, especially when women get older.

Table 3.5 Labour force participation rate by age groups and sex, Ras Al Khaimah 2020

Age groups	Both sexes	Male	Female	Gender Gap
15-24	51.1	64.9	29.3	35.6
25-34	90.2	99.2	68.8	30.4
35-44	87.7	99.2	60.2	39.0
45-54	81.7	96.7	38.8	57.9
15-64	79.3	92.2	49.8	42.4

Note: Gender gap measures the difference between the LFPR rates of men and women

On the other hand, women were indeed less likely than men to participate in the labour force, but even if active in the labour force, they were more likely to be unemployed (as shown in **Table 3.4**).

Youth in the labour force: LFPR of young people aged 15-24 in RAK was 51.1 per cent, compared to 77.7 per cent in the population aged 15 and above (**Table 3.6**). This is not a priory a negative indication since the majority of youth are outside the labour force (75 per cent) to follow an educational career (see **Table 3.9**).

Table 3.6 Youth labour force participation rate by sex, compared with total, Ras Al Khaimah 2020

Age groups	Both sexes	Male	Female
Youth (15–24 years old)	51.1	64.9	29.3
Total working-age population (15+ years old)	77.7	91.0	48.0

Youth unemployment: Tackling it is important, as it generally disproportionately affects the youth workforce. Youth unemployment in 2020 was 16.8 with an increase of 6.3 percentage points compared to 2019 (10.5 per cent). In line with the global tendency, youth unemployment rate is higher than that of adults: in 2020, overall youth unemployment rate was three times the general unemployment rate (**Table 3.7**).

Table 3.7 Youth unemployment rate compared with total, Ras Al Khaimah 2020

	Ras Al Khaimah
Youth (15–24 years old)	16.8
Total working-age population (15+ years old)	5.6
Ratio	**3.0**

3.4 Population Outside the Labour Force

The population outside the labour force is a sub-group of the working age population. Persons outside the labour force are those called inactive, that is they are neither employed nor unemployed. The common reasons for being outside the labour force are: participation in formal education or training, engagement in household duties, retirement or illness, infirmity or disability. Part of this group are also some people who do not look for work because they believe their job search would not yield results. In general terms, persons outside the labour force, often seen as dependents of persons in the labour force.

The economic inactivity rate[7] in 2020 was estimated at 22.3 per cent at the Emirate level. As expected with significant differences for the Emirati and the Non-Emirati population (52.1 per cent and 11.8 per cent respectively) (see **Table 3.2** above). Relative to 2019, the overall inactivity rate (for those aged 15+) excluding full time students remain almost stable (data not shown).

Furthermore, and in line with global trends, inactivity rate was considerably higher for women than for men. Slightly over half of the working-age women were not in the labour force (52 per cent) compared to only 9 per cent of the working-age men, reflecting thus a strong gender pattern for being inactive, that is potentially linked to societal gender roles (as shown in **Table 3.2** above). The highest share of population outside the labour force in RAK, was made up of people who were not working because of disabilities, illness, being 65 years and over but not working or in retirement, or unwilling to work and that didn't find suitable work (36.1 per cent), followed by those engaged in household duties (34.6 per cent) (**Table 3.8**).

Table 3.8 Population aged 15 years and over outside labour force Ras Al Khaimah, 2020
Distribution of population by main reasons of inactivity and sex (%)

Reasons for being outside labour force	Both sexes	Male	Female
Domestic tasks	34.6	1.8	47.3
Full time student	29.3	47.8	22.1
Other*	36.1	50.4	30.5
Total	100.0	100.0	100.0

Note: The category "other" includes: Disabled; Illness; Incapable; Retired, those aged 65 + and not working; Independent income; Social Circumstances; Unwilling to work; Didn't find suitable work; other.

The number of people outside of the labour force largely depends on sex and age of the person. Strong gender differences were also observed: among inactive women, nearly half of them (47.3 per cent) were engaged in household duties, whereas inactive men tend to be under category "Other" (50.4 per cent) or full time student. Over half of those economically inactive (58.3 per cent) aged 25-64 were engaged in domestic tasks, while not surprisingly, for the young people aged 15-24 years a considerable share was as expected in full time education (75.1 per cent) (**Table 3.9**).

Table 3.9 Population aged 15-64 outside labour force Ras Al Khaimah, 2020
Distribution of population by main age sequence and by main reasons of inactivity (%)

Reasons for being outside labour force	15-24 years old	25-64 years old
Domestic tasks	7.0	58.3
Full time student	75.1	1.3
Other*	17.9	40.5
Total	100.0	100.0

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[7] The economic inactivity rate is the proportion of people aged 15+ who are not in the labour force.

CHAPTER 4: Employment

4.1 Introduction

Employment is the main determinant of living standards. Estimates on employment are crucial to monitor progress towards many national policies. The employed population comprises all persons of working age who in a short reference period were either in paid employment, self-employment or contributing family workers[8].
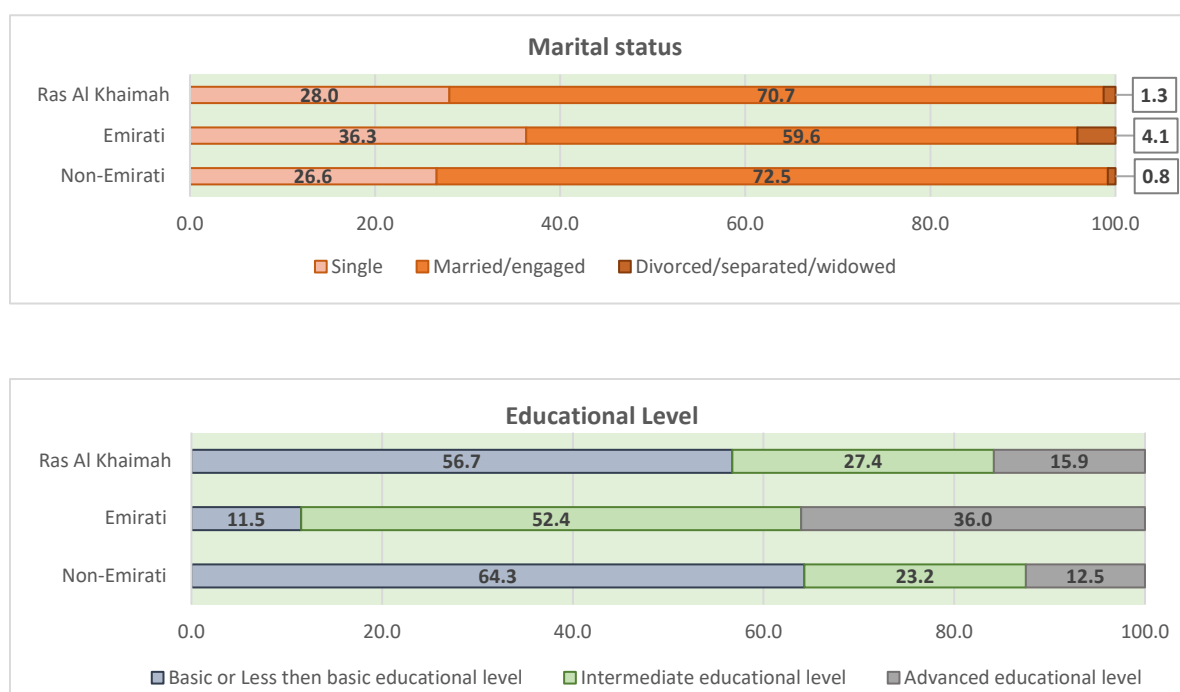
4.2 Employed Population

The profile of employed persons according to marital status and educational attainment is presented in **Figure 4.1**. In 2020, 7 out ten employed persons in Ras Al Khaimah were married (70.7 per cent), and nearly only one-fourth of them were single.

The access to employment is linked with the educational attainment. In 2020, there were more highly educated people among employed Emirati - 36 per cent with an advanced educational level, compared to the Non-Emirati with 12.5 per cent. The result suggests that the majority of Non-Emirati were engaged in non-skilled jobs.

Figure 4.1 Employed persons, 2020
Distribution of employed population aged 15 years and over by nationality, and by marital status and educational level, (%)

Marital status

	Single	Married/engaged	Divorced/separated/widowed
Ras Al Khaimah	28.0	70.7	1.3
Emirati	36.3	59.6	4.1
Non-Emirati	26.6	72.5	0.8

Educational Level

	Basic or Less then basic educational level	Intermediate educational level	Advanced educational level
Ras Al Khaimah	56.7	27.4	15.9
Emirati	11.5	52.4	36.0
Non-Emirati	64.3	23.2	12.5

Note: The percentages by marital status do not quite equal 100, they are based on rounded figures.

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[8]ILO, Resolution concerning statistics of work, employment and labour underutilization adopted by the 19th International Conference of Labour Statisticians, Geneva, 2–11 October 2013, available at:
https://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm

The employment-to-population ratio is the measure used to offer insights on the ability of an economy to create employment. This indicator is defined as the proportion of a country's working-age population that is employed. A high overall ratio is typically considered positive, since it shows that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not, because they are either unemployed or (more likely) out of the labour force altogether.

The overall employment-to population ratio[9] in 2020 was 73.3 per cent: Just 40 per cent of Emirati were involved directly in market-related activities compared to a higher ratio of 85.1 per cent relative to Non-Emirati (**Table 4.1**). Furthermore, major gender differences were observed: the ratio for men was as double as that of women (88.0 per cent 40.5 per cent respectively).

Regarding the trends, it was observed, that the total ratio marked an overall job loss of 2.4 percentage points, relative to 2018 owing to a decline of employment rate for Non-Emirati (-1.6 percentage points), however rising slightly higher relative to the pre-pandemic level. The figures, indeed reveal a rise in employment rate of Emirati men and women over time.

Table 4.1 Employment to population ratio, 2018- 2020

Population aged 15 years and over by nationality and sex (%)

Nationality	Both sexes			Male			Female			Change*
	2018	2019	2020	2018	2019	2020	2018	2019	2020	
Ras Al Khaimah	75.7	71.1	73.3	89.2	85.9	88.0	41.2	40.4	40.5	-2.4
Emirati	36.4	38.3	40.0	56.0	56.4	61.3	18.7	20.4	19.5	+3.6
Non-Emirati	86.7	81.7	85.1	94.8	92.2	94.1	56.6	52.6	56.4	-1.6

Note: *The change refers to the difference of core employment-population ratio for both sexes and by nationality of 2020 compared to 2018

The employment-to-population ratio by age sequence and nationality is presented in **Table 4.2**. The data indicates that 58 per cent of Emirati and 90.4 per cent for Non-Emirati at the age bound of 25-54 were employed. There was a huge difference among Emirati and Non-Emirati at all age sequences, however the most notable was at the lower (15-24 year) and upper (55-64 years) age bounds. The results can be explained by the different societal standards of the two nationality groups, so young Emirati chose to pursue an educational career, while near seniors Emirati may have less need or willingness to engage in labour market.

Table 4.2 Employment-to-population ratio by age sequence and by nationality, 2020

Age groups	Ras Al Khaimah	Emirati	Non –Emirati
15-24	42.5	16.7	61.6
25-54	83.9	58.0	90.4
55-64	55.7	18.8	76.1
15-64	74.8	42.0	85.8

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[9] This is employment rate calculated as the percentage of all working age (15+) people who are employed.

4.3 Employment by Branch of Economic Activity and by Type of Economic Activity

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the time-reference period. **Table 4.3** present the distribution of the employed persons by branch of economic activity, classifying economic activities based on the Standard Industrial Classification of All Economic Activities, ISIC Rev 4. For instance, the branch of economic activity of a person is categorised according to the characteristics of the economic unit in which this person works, regardless of the specific duties or functions of the person's job.

The results of LFS 2020 indicate that the branches (activities) employing the largest numbers of persons at the Emirate level (**Table 4.3**) were: Wholesale and retail trade (17.6 percent), activities of households as employers (14.4) followed by manufacturing and public administration and defence (12.8 and 11.7 per cent). The results in fact, reflect the concentration of the Non-Emirati in the listed economic activities, except for public administration and defence where the Emirati are concentrated.

Table 4.3 Employment by branch of economic activity

Distribution of the employed persons aged 15 years and over by branch of economic activity sector *and nationality (%)*

Branch of economic activity	Ras Al Khaimah	Emirati	Non-Emirati
Agriculture, forestry and fishing	7.5	(*)	8.6
Mining and quarrying	1.0	4.8	0.4
Manufacturing	12.8	1.0	14.7
Electricity, gas, steam and air conditioning supply	0.4	1.3	0.3
Water supply; sewerage, waste management and remediation activities	0.5	(*)	0.6
Construction	10.6	0.3	12.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	17.6	2.2	20.1
Transportation and storage	4.0	2.6	4.3
Accommodation and food service activities	3.7	(*)	4.3
Information and communication	0.7	1.6	0.6
Financial and insurance activities	0.9	4.1	0.4
Real estate activities	0.4	(*)	0.3
Professional, scientific and technical activities	1.0	1.3	0.9
Administrative and support service activities	3.4	1.1	3.8
Public administration and defence; compulsory social security	11.7	67.0	2.5
Education	2.7	6.3	2.1
Human health and social work activities	2.3	2.0	2.4
Arts, entertainment and recreation	0.4	(*)	0.4
Other service activities	3.5	0.3	4.1
Activities of households as employers; producing activities of household for own use	14.4	(*)	16.7
Not specified	0.5	1.4	0.3
Total	**100.0**	**100.0**	**100.0**

Note: (*) are based on less than 25 unweighted cases

The percentages do not quite equal 100, they are based on rounded figures.

The division of employed population (aged 15+) into three broad sectors of economic activity: Agriculture, Industry and Services allows the monitoring of the labour flow concentration in each of the above categories. In RAK, 66.7 per cent of jobs were found in services, 25.3 per cent in industry and 7.5 per cent in agriculture (**Table 4.4**). The share in services is, however, significantly higher for Emirati than Non-Emirati (89.8 vs. 62.8 per cent) and the share in agriculture is considerably lower for Emirati than Non-Emirati.

Table 4.4 Employment according to major branch of economic activity, by nationality and sex, 2020

Major Branch of economic activity	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture	9.1	-	7.5	(*)	-	(*)	10.2	-	8.6
Industry	29.9	3.0	25.3	8.0	5.8	7.5	33.2	2.3	28.3
Services	60.6	96.1	66.7	89.1	92.1	89.8	56.4	97.1	62.8
Not Specified	0.4	0.9	0.5	1.2	2.1	1.4	0.2	0.6	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Note: (*) are based on less than 25 unweighted cases

The distribution of the employed persons by institution sectors (**Table 4.5**) shows that in 2020, 86 per cent of employed Emirati were working for Federal and Local government. The remaining 14 per cent were working in private sector, shared sector and other institution sectors. For Non-Emirati (71.5 per cent) the largest share, as expected, was recorded in the private sector. Nearly a fifth (17.3 per cent) of Non-Emirati were working in private household.

Table 4.5 Employment by type of economic activity sector, 2020
Distribution of the employed persons aged 15 years and over by type of economic activity sector *and nationality (%)*

Type of economic activity sector	Ras Al Khaimah	Emirati	Non -Emirati
Government (Federal & Local)	18.7	85.9	7.5
Private sector	62.4	7.3	71.5
Shared (Government and Private)	1.6	4.9	1.0
Private Household	14.8	0.0	17.3
Other	2.6	1.9	2.7
Total	100.0	100.0	100.0

Note: Other includes: Foreign, Non-profit Organisations, those without establishment and not identified

4.4 Status in Employment

The classification of employed persons by status in employment provides an indication of the types of economic risk that the employed face in their work, the strength of institutional attachment between the person and the job, and the type of authority over establishments and other workers. The LFS 2020 data enable estimates on the following categories of the International Classification of Status in Employment (ICSE-93)[10]: paid employee; employers; own-account workers; contributing family workers[11]. The share of own-account workers and contributing family workers is identified by ILO as a reasonable proxy to measure vulnerability in employment[12].

The composition of the employed population by employment status in main (only) job is presented in **Table 4.6**. Paid employment was the dominant form of employment in RAK. The employees and employers accounted for 96.9 per cent, and according to ILO, such a high proportion of wage and salaried workers could indicate an advanced economic development of the country.

Almost all employed Emirati and Non-Emirati (98.3 and 96.7 per cent respectively) were employees and employers, and thus are likely to have more job security and as a consequence, a more consolidated socio-economic position. The family workers and self-employed (identified as vulnerable employment) instead, occupied just 3 per cent of the total workforce, showing that the likelihood for vulnerability in employment was fairly low, for both nationalities.

Table 4.6 Employment status in the main job, 2020

Distribution of the employed persons by status in employment in main job and by nationality (%)

Status in employment	Ras Al Khaimah	Emirati	Non -Emirati
Paid Employee	93.3	96.7	92.7
Employer	3.6	1.6	4.0
Own-account worker	0.9	1.5	0.8
Contributing family worker	2.2	0.0	2.5
Total	100.0	100.0	100.0
*Vulnerable employment share	3.0	1.7	3.2

Note: ***** The share of own-account workers and contributing family workers is a valuable and reasonable proxy to measure vulnerability in employment (though not a perfect one) (ILOSTAT, 2018). Vulnerable employment is calculated as the proportion of own-account and contributing family workers in total employment.
Non-responses are excluded (less than 0.2 percent)
The share by status in employment do not quite equal 100, as they are based on rounded figures

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[10] ILO, International Classification of Status in Employment, ICSE-93, 15th ICLS, Geneva (January 1993), https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf
[11] The categories of status in employment used refer to the groups of the ICSE-93, but excluding groups 4. Members of producers' cooperatives and 6. Workers not classifiable by status, which are not taken into account during data analysis.
[12] ILOSTAT (2018). Spotlight on work statistics. Paid employment vs. vulnerable employment: A brief study of employment patterns by status in employment (June 2018).
https://ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_631497.pdf

CHAPTER 5: Methodology

5.1 Introduction

The Labour Force Survey is a household-based sample survey which collects data on the labour market activities from eligible individuals (aged 15 years and above) in selected private and collective households, and labour camps. The major objective of the LFS is to measure the labour force according to key characteristics (i.e age, sex, branch, sector of employment, education, etc.).

The 2020 LFS questionnaire was drafted in compliance with ILO recommendations and regulations. The methodological part fulfils ILO standards linked with the questionnaire design and the calculation and definition of the main labour force indicators.

The data for the RAK LFS 2020 round was collected using a mix of CAPI and CATI methods, data was collected from private households by telephone interview due to the pandemic while collective households and labour camps were visited and interviewed face to face. 2020 LFS was conducted using for the first time RAKCSS survey platform.

The data in this report was collected from a representative random sample of 1652 households (Emirati, non-Emirati and collective households) and 70 labour camps having 8708 resident individuals in all the Emirate. To provide estimates for the entire population, the data was weighted by applying weights to each sampled individual, so that the results match population of RAK.

5.2 Main Concepts and Definitions
This section presents concepts and definitions used in the report.

Population: Is the total number of all persons of both sexes aged 0 years or older in a given territory at a specified point in time.

Youth: The definition of a young person for the purpose of statistical measurements is based on age, and the estimates presented in this chapter apply an age definition of 15 to 24 years. Thus, youth are the population aged 15 to 24.

Working-age population: Refers to all persons aged 15 years or older.

Net attendance ratio: is the total number of children in the age group, for instance of 6-9 years that attend primary school as a percentage of the total number of children in the same age group.

Educational attainment: The highest level successfully completed in the educational system of RAK where the education was received, even if this was received outside schools and universities.

Literacy: The ability both to read and to write. A person who can with understanding, both read and write a short, simple statement on his everyday life is literate.

Labour force: Refers to all persons aged 15 years or older who are either employed or unemployed at the time of the survey.

Labour force participation rate: Is the ratio of the Labour Force to the overall size of the working age population. It measures the working-age population in RAK that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.

Employment-to-population ratio: The proportion of the working-age population that is employed.

Employed population: Is the total number of persons who have a paid job in cash or in kind, are in self-employment or are in contributing family work. All persons who have a paid job and are on leave, as well as those in self-employment but are absent from work due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc., are all considered employed.

Status in employment is classified according to the International Classification of Status in Employment (ICSE-93) and comprises: employees; employers; own-account workers; contributing family workers.

Own-account workers: Those workers who, working on their own account or with one or more partners, hold the type of job defined as a self-employed job, and have not engaged on a continuous basis any employees to work for them during the reference period.

Contributing family workers: Those workers who hold a 'self-employment' job in a market-oriented establishment operated by a related person living in the same household, who cannot be regarded as partners, because their degree of commitment to the operation of the establishment, in terms of working time or other factors to be determined by national circumstances, is not at a level comparable to that of the head of the establishment.

Unemployed population: Refers to all persons in the labour force who are completely jobless and are available and actively looking for work during a given reference period. Included also are those not working, not looking for work but are available for work.

Unemployment rate: is the ratio of the unemployed population to the total population in the labour force expressed as a percentage.

Persons outside the labour force: All persons who, during the reference week, were neither employed nor unemployed, such as pupils/ students, housekeepers, persons in retirement, people with a disability, discouraged unemployed, etc.,

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