

Annual Report
Labor
Force Survey

2025



Fifth Issue

FOREWORD

Labour Force is a key driver of society. Labour Force data contributes to the provision of updated and accurate information on employed and unemployed population and their characteristics, i.e., age group, educational level, occupation, labour force participation rate, dependency ratio, etc., in all sectors and socioeconomic activities in the Emirate of Ras Al Khaimah, which effectively contributes to the fulfilment of economic and social development.

This report presents an overview of the main indicators of Ras Al Khaimah Labour Force Survey for 2025. Ras Al Khaimah Statistics Center (RAKSC) has been conducting this survey annually 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 the national survey implemented across the UAE in coordination with the Federal Competitiveness and Statistics Centre.

This report is considered a comprehensive and informative document for policymakers and decision-makers to design labour market policies and assess their effectiveness, in addition to meeting users' needs for up-to-date information on labour market dynamics in the Emirate of Ras Al Khaimah and the characteristics of workers and the unemployed, as well as other key information on labour market trends for citizens and non-citizens, and by major social status and demographic characteristics.

The survey covered a sample of households amounting to 2,317 private and group households and 40 labour camps, in a manner that ensures representation at the Emirate level. This sample was based on the statistical framework provided by the 2023 Population, Housing and Establishments Census as well as the updated 2025 Household and Housing Frame.

This report includes the survey methodology and detailed statistical tables of the findings related to the topics covered by the survey, including the demographic, social, and economic characteristics of the population, with particular emphasis on the labour force in order to determine the economic activity status of individuals, as well as to identify economic activity rates.

RAKSC is truly grateful to the sampled households, whose cooperation had a significant role in the success of this survey, as well as to everyone who contributed to the success of this survey, both within and outside RAKSC, hoping that the information contained in this survey would benefit all those interested in labour market issues in general, and employment and unemployment issues in particular, whether they are decision-makers or planners, to ensure a bright future for the Emirate, as well as the researchers in the Emirate.

EXECUTIVE SUMMARY:

This report assessed the employment and economic activity in Ras Al Khaimah Emirate based on the LFS data carried out by RAK SC in December 2025.

The key outcomes of the report are as follows:

- The percentage of economically active males out of the total male population of working age 15 years and above in the Emirate reached 88.4%, while the percentage of economically active females reached 54.4%
- The percentage of working males out of the total male population of working age 15 years and over at RAK level reached 86.3%, while the percentage of working females reached 47.5%.
- The adjusted labour force participation rate, which is the number of the economically active population aged 15 years and over, to the total population aged 15 years and over, reached 75.8%
- The demographic dependency rate, ie, the population under 15 years of age and the population 65 years of age and above in relation to the population aged 15-64 years, reached 27.2%
- The unemployment rate recorded a decline of 1.1 percentage points in 2025, reaching 5.1% compared to 6.2% in 2024. This indicates that the number of individuals who were able to secure employment exceeded the number of those who entered the labour market or lost their jobs during 2025.
- The labour force participation rate among youth aged (15-24) was 49.9%.
- Employment by major branch of economic activities: Services were by far the largest employing sector of economic activity in RAK in terms of employment, 60.4%; followed by industry, 35.8%.
- The employment status showed that almost all persons employed in RAK, 99.7%, were either employees or employers; 99.4% of employed citizens and 99.4% of employed non-Emirati were likely to have more job security due to their employment status.
- Employment by economic activity. The results showed that 76.1% of employed Emiratis work in the public sector, whereas 68.9% of non-Emirati employed are working in the private sector.

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CHAPTER 1: LFS Methodology

1-1 Introduction

The Labour Force Survey (LFS) is a household-based sample survey that 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, gender, branch, employment sector, education, etc.).

The 2025 LFS questionnaire was drafted in compliance with International Labour Organization (ILO) recommendations and standards related to the questionnaire design and the calculation and definition of the key labour force indicators.

RAKSC conducted the 2025 Annual Labour Force Survey during the last quarter of the year. The survey covered 1,917 Emirati and non-Emirati private households, 400 collective households distributed across all areas of the Emirate of Ras Al Khaimah, and 40 labour camps. The households were selected in accordance with scientific sampling methodologies specifically designed for sample selection. This report presents the survey results at the Emirate of Ras Al Khaimah level and also includes a description of the methodology adopted in implementing the survey, which is consistent with the methodologies approved and applied at the national level.

1-2 Survey Objectives

The key objectives of this LFS are to obtain detailed data on the various characteristics of the population in general and on the economically active population (labour force) and their characteristics in particular. In addition to the data provided by this survey, the various demographic, social, and economic variables and characteristics will also be correlated to each other to enable employment and unemployment policymaking. Through the collected data, the following could be measured:

- Identifying the various demographic, social, and economic characteristics of the population and labour force.
- Calculating participation rate in the economic activity by various characteristics (i.e., age, gender, educational level, marital status).
- Identifying the occupational structure and economic activity of the employed individuals as well as their employment status.
- Measuring unemployment rates and dependency ratios according to the different characteristics.
- Establish an updated database for labour force indicators that could be relied on by decision makers, planners, and researchers.

1-3 Definitions and Classifications

The definitions and classifications used in this LFS were prepared based on international standards issued by the United Nations and some of its specialized agencies, with some minor amendments to such definitions and classifications to be in alignment with the local conditions of RAK. The following are the key definitions used in this survey:

- **Emirati Private Household:** A private household consisting of one or more individuals who are citizens of the United Arab Emirates occupying an independent housing unit (or) part thereof, having an adult head of household, sharing all or some meals together, and contributing jointly to expenditures from the income of the head of household or some of its members. It is common that most members of a single household are related to one another. Included among household members are workers employed by the household and residing with it on a permanent basis, such as (the housemaid, cook, driver...).
- **Non-Emirati Private Household:** A private household consisting of one or more individuals who are not citizens of the United Arab Emirates occupying an independent housing unit or part thereof, having an adult head of household, sharing all or some meals together, and contributing jointly to expenditures from the income of the head of household or some of its members. It is common that most members of a single household are related to one another. Included among household members are workers employed by the household and residing with it on a permanent basis, such as (the housemaid, cook, driver ...).
- **Nationality:** It is the legal and political dependence of an individual on a particular state, and it is usually determined by the passport that the individual holds or who has the right to obtain it, and the nationality that the individual declares when asked about it shall be recorded, and in the event of dual nationality, the nationality chosen by the individual shall be recorded, and it shall not be required that all family members hold the same nationality.
- **Resident population:** persons residing (living) usually in RAK, regardless of citizenship. This includes persons who were outside RAK or the UAE during the survey period / interview but are usual inhabitants of RAK. This also includes all persons who intend to reside in RAK permanently and continuously or for a period of not less than six months.
- **Economic Activity Status:** It is the status of persons of working age, i.e. every member of the household aged 15 years or over, in terms of the economic activity during the seven days preceding the day of the interview. The economic activity status could be one of the following:
 - 1- **Employed:** A person who is 15 years old and over who has a job in the public, private, or any other sector, or in a private facility or self-owned project or a project that he partially owns,

provided that the number of working hours during the seven days before the day of the interview is not less than one hour.

- 2- **Unemployed:** A person who is 15 years old and over, who is currently unemployed, and who is able to work, and seeking employment. It should be noted that the following conditions must be met for an individual to be considered unemployed:
- Does not perform any work (jobless): The person has not worked for an hour or more during the seven days preceding the day of the interview and was not temporarily absent from work.
 - Available for work: The person is ready to commence work immediately or during two weeks following the day of the interview.
 - Job Seeker: The person has taken specific steps to search for work for some or the whole time on a permanently basis during the four weeks preceding the day of the interview. Specific steps may include registration or applying directly to employers, searching for jobs at special gatherings, publishing advertisements in newspapers and responding to them, exploring job opportunities with friends or relatives, or any other similar procedures.
- 3- **Persons outside of economic activity:** All cases except those who are employed and unemployed and include:
- Students.
 - Housekeepers,
 - Unable to work (disabled, patient, people of determination),
 - Retired person,
 - Elderly (65 years old and over),
 - A person who receives an income or revenue,
 - A person suffering social circumstances,
 - Persons unwilling to work.

1-4 Preparation Phase

The preparatory phase of the Labour Force Survey included numerous interrelated processes to prepare the work plan, its timeline, and to provide the human resources required for implementation within the specified timeframe as well as to allocate their tasks and workplaces. Preparatory work included establishing concepts and definitions, preparing survey-related documents such as questionnaires and instructions for completing them, and preparing the data processing system, including the verification and coding system, and preparing the electronic implementation programs that perform data verification and cleaning to extract the tables.

Staff, of various supervisory and executive levels, was selected based on several criteria, including previous experience in statistical surveys and studies and educational qualification. The majority of them were BA holders and above.

The LFS management has organized a training course that included the objectives of the survey, data collection method, data confidentiality, how to identify sampled households, and overcoming difficulties related to data collection, the data of private households were collected via phone through calls from the center, whereas the data of collective households and labour camps were collected through field visits.

1-5 Data Collection Method

Data relating to the private households, collective households, and labour camps selected within the sample were collected through personal interviews with respondents during field visits to the sampled units, using tablet devices for data collection.

1-6 Data Preparation Phase

The tabulation plan was prepared for the LFS, and the necessary programs were developed. After the completion of the office and electronic processing operations, the tables were extracted using modern software packages, and the tables were audited to ensure they are error-free in terms of form and content. Then, this report was drafted, which included the key results, in addition to documentation of all the processes that were conducted in the survey.

1-7 Classifications Used in the Survey

- Economic activity encoding is classified according to the International Standard Industrial Classification of All Economic Activities, (ISIC 4.).
- Occupation encoding is classified according to the International Standard Classification of Occupations (ISCO 2008).
- Education attainment is classified according to the International Standard Classification of Education (ISCED 2011).
- Employment status is classified according to the International Classifications of Status in Employment (ICSE-93).

CHAPTER 2: Characteristics of Surveyed Population

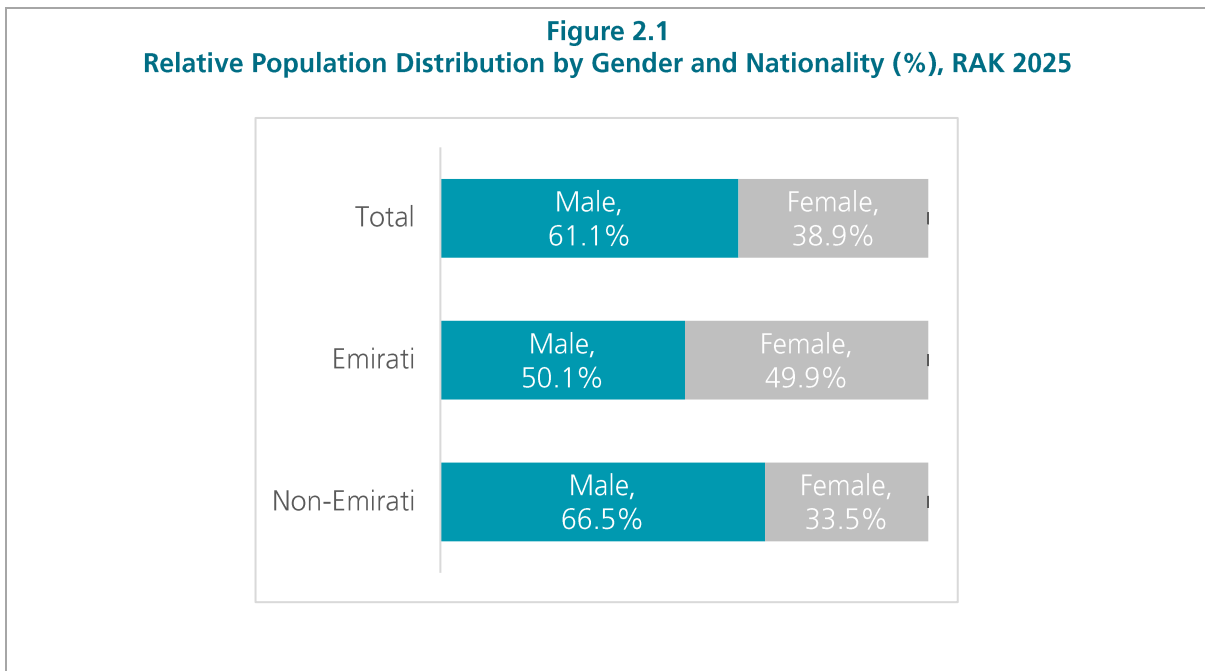
Information on the demographic characteristics of the household population from LFS 2025 provides a context to interpret labour market indicators. In addition, this information sheds light on the demographic profile of resident population at the time of the survey. This chapter provides a general overview of main socio-demographic characteristics, including the population distribution, household composition, marital status, school attendance and educational attainment.

2-1 Population Distribution

The population of the Emirate of Ras Al Khaimah consists of citizens and non-citizens who habitually reside in the emirate. It also includes individuals who were outside the emirate at the time of the survey but habitually live in it, as well as all individuals who intend to reside permanently for a period of no less than six months.

The survey estimates (Figure 2.1) indicate that in 2025, the overall number of men to women was very high across RAK. The gender ratio was about 156 males per 100 females, it was also clear that the number of males compared to the number of females for non-Emiratis is high, reaching 197 males for every 100 females, and this is due to the large number of male expatriate workers who come to work in the Emirate.

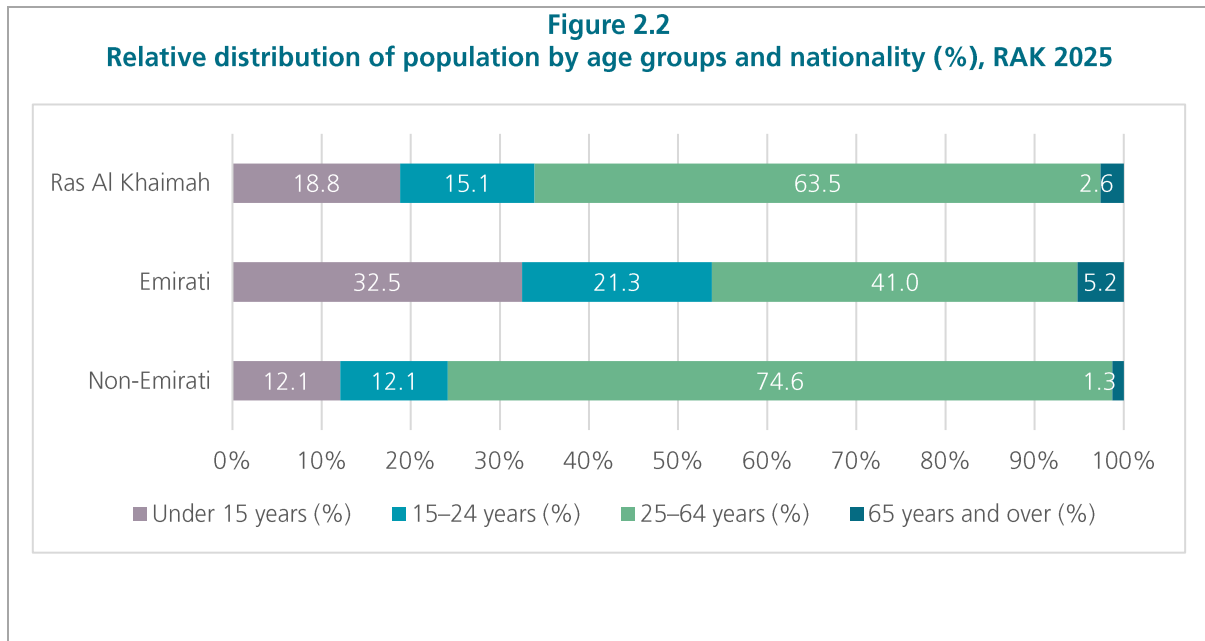
The figure also shows a slight gender imbalance among the Emirati population, as expected, (with a gender rate of approximately 100 males per 100 females).



Gender ratio	
Ras Al Khaimah	156.5
Emirati	100.4
Non-Emirati	197.3

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

Figure (2.2) illustrates the population structure by age groups and nationality. The results of the survey showed that the age structure of the national population is heavily skewed towards youth, as almost half of the nationals, 53.8%, are less than 25 years old, while the age distribution of the non-national population is heavily skewed towards the working age group of 25-64 years, 74.6%, while 24.2% of non-Emiratis are less than 25 years old and 1.3% are elderly people. This indicates that the largest percentage of men come alone to work in RAK, which is confirmed by the low percentage of children (0-14 years old), which equals 12.1% among this population.



2.2 Household Composition

Head of household an individual habitually residing with the household and recognized as such by its members, and who is usually responsible for the household's living arrangements and for taking decisions related to its affairs. The head of household may be a male or female, provided that he/she is at least 15 years of age, and the relationship to the head of household indicates person's kinship to the head.

Marital status refers to the civil status of an individual of 15 years of age and over at the time of interview, in relation to whether an individual is single, married, widowed or divorced.

The demographic characteristics of the household are considered important variables that help assess participation in labour force patterns. Data for the 2025 Labour Force Survey were collected from households, and the survey included four types of households: a private household headed by a citizen; a private household headed by a non-citizen; a group household consisting of workers who share accommodation and some living arrangements and which has no head of household, and may consist of males or females; and labour camps, which accommodate a number of workers, whether male or female, who share a place of residence. The usual resident population in labour camps forms a large proportion of the non-citizen population.

Table (2.1) includes data only on private households headed by citizens and private households headed by non-citizens, where the head of the household is considered a reference individual to whom the relationship of other household members is determined. All actual household members who habitually live with the family (usual residents) were recorded. The results indicated a differing composition between citizen and non-citizen households.

Relationship with Household Head	Emirati private Household	Non-Emirati private Household
Head of Household	15.3	31.2
Husband/Wife	11.6	17.8
Son/Daughter	46.6	41.5
Father/Mother	0.8	1.1
Son-in-law/ daughter-in-law	1.2	0.7
Grandson/Granddaughter	3.0	2.6
Brother/Sister	1.4	1.7
Grandfather/ Grandmother	0.1	0.0
Other Kinship	0.5	1.3
Domestic Workers	18.7	1.3
Other	0.8	0.9
Total	100	100

According to Table 2.3, the vast majority of private households in RAK (86.9%) were headed by a man while only 13.1% were headed by a woman. The results also indicate that the percentage of Emirati Private Households headed by a woman reached 16.9%, while the percentage of non-Emirati Private Households headed by a woman reached 10.7%. This reflects the limited presence of non-citizen women residing alone for work purposes in Ras Al Khaimah.

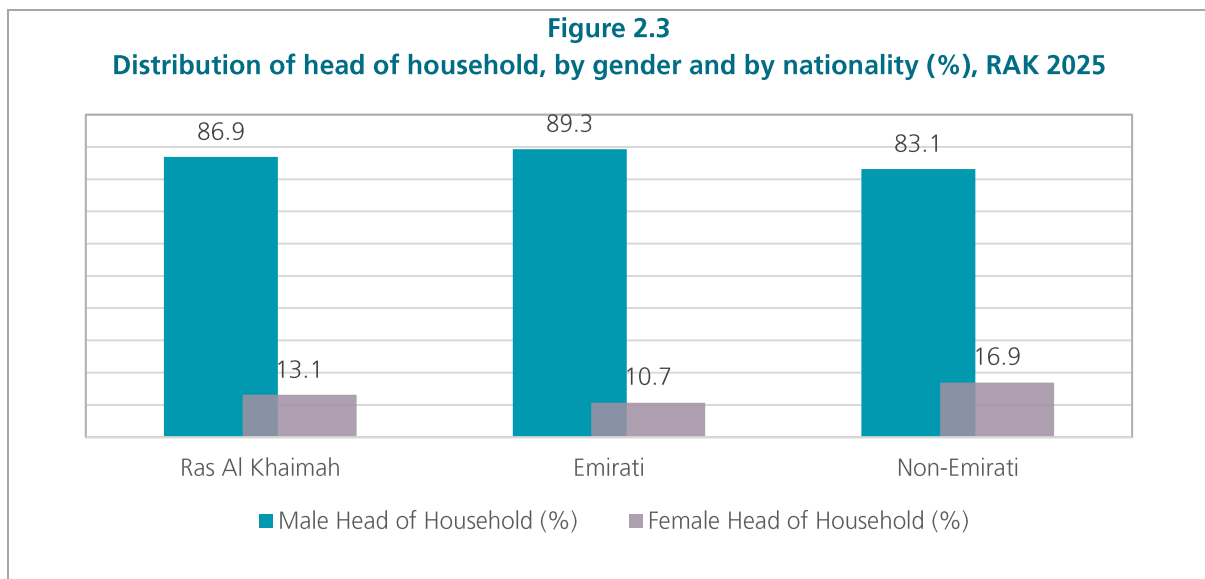
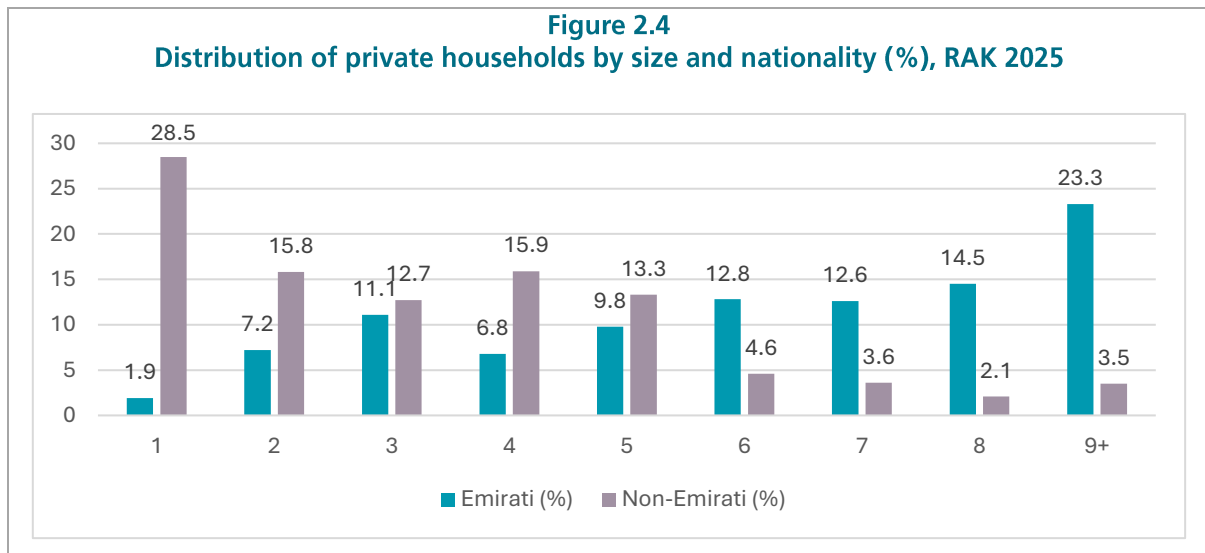
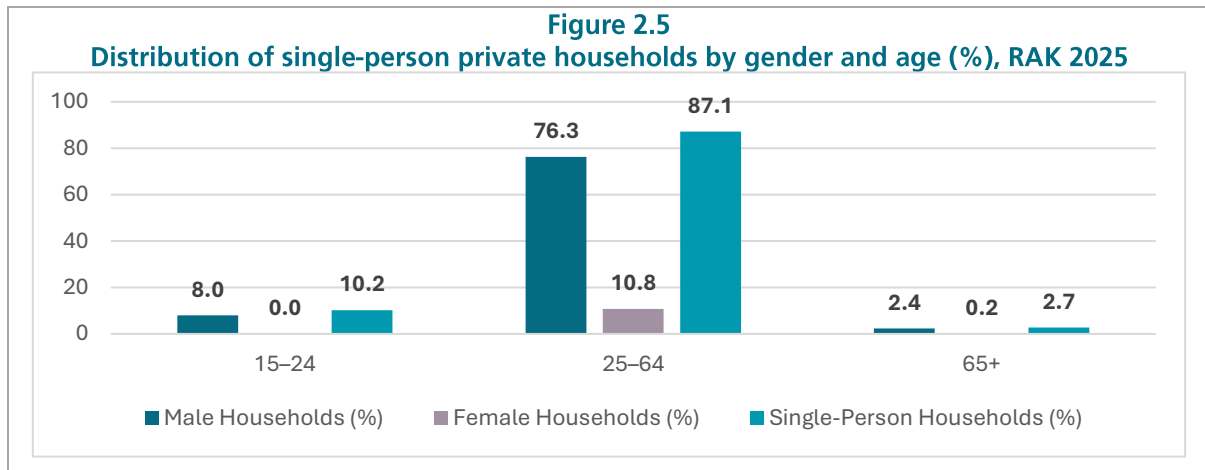


Figure 2.4 describes the private households distribution indicator which is based on the composition of the household in terms of the number of members (household size) by nationality. The figure shows a significant difference in the size of the Emirati private household compared to the non-Emirati private household, as the results showed that the typical Emirati private household consists of 9 members or more and reached 23.3%, while the typical non-Emirati families 28.5% consist of only 1 member.



The results in (Figure 2.5) refer to single-person households where about 87.1% of these households are concentrated in the age group (25-64 years), and males make up a somewhat higher percentage, 86.7%, of people living alone for all age groups compared to females living alone, which amounted to only 11.0%.



2.3 Marital (social) status of the population

The Marital status of the population is one of the important variables because there is a connection between Labour Force Participation and the Marital status of individuals, the results (Table 2.2) indicate that 65.2% of all individuals aged 15+ are married and 30.9% have never been married.

However, 46.7% of citizens are married, while 45.8% are never married, then divorced and widowed at 7.5%, and the difference between males and females is visible as the percentage of single males is higher than females (48.5% vs. 43.3%), while the rate of divorced and widowed women is higher than that of men (12.0%, 2.9%).

Among the non-Emirati aged 15 years or older, the results showed that 72.2% are married, 25.2% are never married.

Table 2.2 :
Distribution of household population aged 15+, by marital status, nationality and gender (%), RAK, 2025

Marital Status	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Single	27.5	36.7	30.9	48.5	43.3	45.8	21.7	32.7	25.2
Married	71.5	54.5	65.2	48.7	44.8	46.7	77.9	60.2	72.2
Divorced/ separated	0.8	4.2	2.0	2.1	4.7	3.4	0.4	3.9	1.5
Widowed	0.2	4.7	1.9	0.8	7.3	4.1	0.1	3.1	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

2.4 School Attendance and Educational Attainment

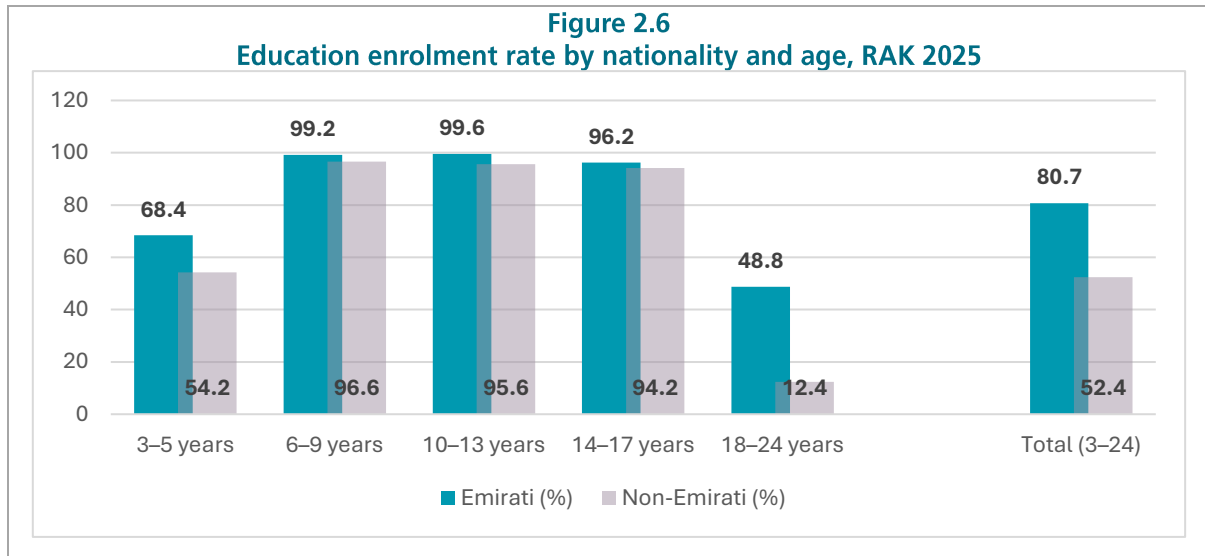
Access to quality education is fundamental for the economic development of RAK. Educational attainment is a measure of knowledge and skills; the higher the level of attainment, the greater the knowledge and skills or human capital accumulation in relation to labour market performance.

The results of the LFC showed that 68.3% of Ras Al Khaimah residents aged between 3 and 24 were enrolled in an educational institution. The results further indicate that individuals aged between 14 and 17 who were enrolled in an educational institution, whether public or private, accounted for 94.9%, while the proportion of individuals aged between 18 and 24 enrolled in an educational institution stood at 31.6% (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 enrolment rates of both genders (males and females) for the same age group. The results show that the overall gender equality index is 1.1, which is higher than 1, and this may be due to the observed gender gap in the 18–24 age group who are enrolled in advanced educational institutions. The ratio indicates a different status for females in education (37.4% for females compared to 26.1% for males) (Table 2.3).

Age-group	Male	Female	Total	GPI
3-5 years	58.7	58.3	58.5	.01
6-9 years	94.8	96.8	95.7	1.0
10-13 years	96.7	98.7	97.7	1.0
14-17 years	91.5	98.1	94.9	1.1
18-24 years	26.1	37.4	31.6	1.4
RAK	65.2	71.7	68.3	.11

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 (80.7% and 52.4% respectively) and this is especially true for the age-groups of young children aged 3 to 5 and those aged 18 to 24 (Figure 2.6).



Educational attainment is one of the key factors determining the employability of workers, as it refers to the highest level of education attained or completed by a person 10 years and over. Education attainment is classified according to the International Standard Classification of Education (ISCED 2011).

Table (4.2) presents the relative distribution of male and female citizens and non-citizens by highest educational attainment for individuals aged 10 years and above. The results show that 4.3% of the population of Ras Al Khaimah has not received any formal education, meaning they have never attended school, while 5.4% of the population is illiterate, i.e., unable to read and write. In addition, approximately 14.2% of the population of Ras Al Khaimah have completed university education at the bachelor's level or its equivalent.

The results further indicate that the proportion of women who have completed university education is higher than that of men across both citizens and non-citizens. Illiteracy rates were slightly higher among non-citizens compared to citizens.

There is a high concentration of male Emiratis in the high school degree holder category at 45.5%, compared to 14.2% for male non-Emiratis, 34.1% for female Emiratis, and 21.3% for female non-Emiratis.

Table 2.4
Distribution of education levels for individuals 10 years and over by gender and nationality (%), RAK 2025

Educational level	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A. Literate									
No formal education	3.9	5.0	4.3	1.8	2.3	2.1	4.6	6.8	5.3
Primary	21.8	15.5	19.4	14.2	15.9	15.1	24.1	15.3	21.3
Lower Secondary	27.6	21.1	25.1	16.9	16.5	16.7	30.9	24.2	28.8
Upper Secondary	21.6	26.5	23.5	45.5	34.1	39.7	14.2	21.3	16.5
Post-secondary non- tertiary	4.9	4.3	4.7	3.1	4.2	3.6	5.4	4.4	5.1
Bachelor or equivalent	11.3	18.9	14.2	11.4	18.9	15.2	11.3	18.9	13.8
Higher diploma/Master/Doctorate	3.3	3.6	3.4	3.6	2.5	3.0	3.2	4.3	3.6
B. Illiterate	5.5	5.1	5.4	3.6	5.5	4.5	6.1	4.8	5.7
Total (A+B)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Information on educational attainment

The impact of the level of educational attainment of the labour force 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. The advanced level, which includes: university level, master's degree or equivalent, doctorate or equivalent.

CHAPTER 3: Working-Age Population

3.1 Introduction

The statistics presented in this chapter are used to outline the composition and involvement of RAK human capital in the labour market. Information on the working-age population and its primary status in economic activity provides the basis for the analysis of labour market indicators. The population aged 15 years and over is divided into two main categories of the population: the first category is the labour force, which are individuals aged 15 years and over who are either employed or unemployed, and the second category is the population outside the labour force, which are individuals aged 15 years and over, not economically active; they are not working and are not looking for work.

The individual'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 significant impact on the labour market and the national economy in RAK. The working-age population refers to all persons aged 15 and older.

The results (Table 3.1) show that 81.2% of the population is of working age, 15 years and above, 67.5% are Emiratis and 87.9% are Non-Emiratis, and when comparing Emiratis and Non-Emiratis, we notice that about 7 out of 10 Emiratis are of working age while about 9 out of 10 Non-Emiratis are of working-age, which is due to the large presence of Non-Emiratis males for work in the Emirate.

The youth aged between 15 and 24 years accounted for 18.6% of RAK's total working-age population, with young Emiratis making up a higher percentage than young non-Emiratis, 31.6% vs.13.7%.

The overall age dependency ratio of 27.2% indicates that age dependency ratio of 27.2% 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-Emiratis that are in the working age. In fact, the age structure of Emiratis, which leads to a high dependency ratio-nearly 60 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-Emiratis, which is of 15.5%.

Table 3.1			
Proportion of working-age population by Nationality and Gender (%), RAK 2025			
Working-Age Population	Ras Al Khaimah	Emirati	Non-Emirati
Aged 15+ *	81.2	67.5	87.9
Male Aged 15 +	63.0	49.7	65.0
Female Aged 15 +	37.0	50.3	32.0
Youth (15-24 years) **	18.6	31.6	13.7
Age Dependency ratio***	27.2	60.4	15.5

*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.

***Dependency Ratio: The ratio of those who are not part of the labour force (dependents aged (0–14 years) and (65 years and above)) to the population aged 15–64 years.

People of working age can be classified according to their labour force status, into three mutually exclusive groups: first, employed persons aged 15 and over and have a job (employed). Second, unemployed persons aged 15 and over, they are jobless, but available and looking for a job (unemployed). Third, persons aged 15 and over outside the labour force, they are jobless but not available and/or not looking for a job. Therefore, all employed and unemployed persons make up the labour force and are called "Economically Active". Whereas people who are neither employed nor unemployed, that is, people outside the labour force are the "Economically Inactive".

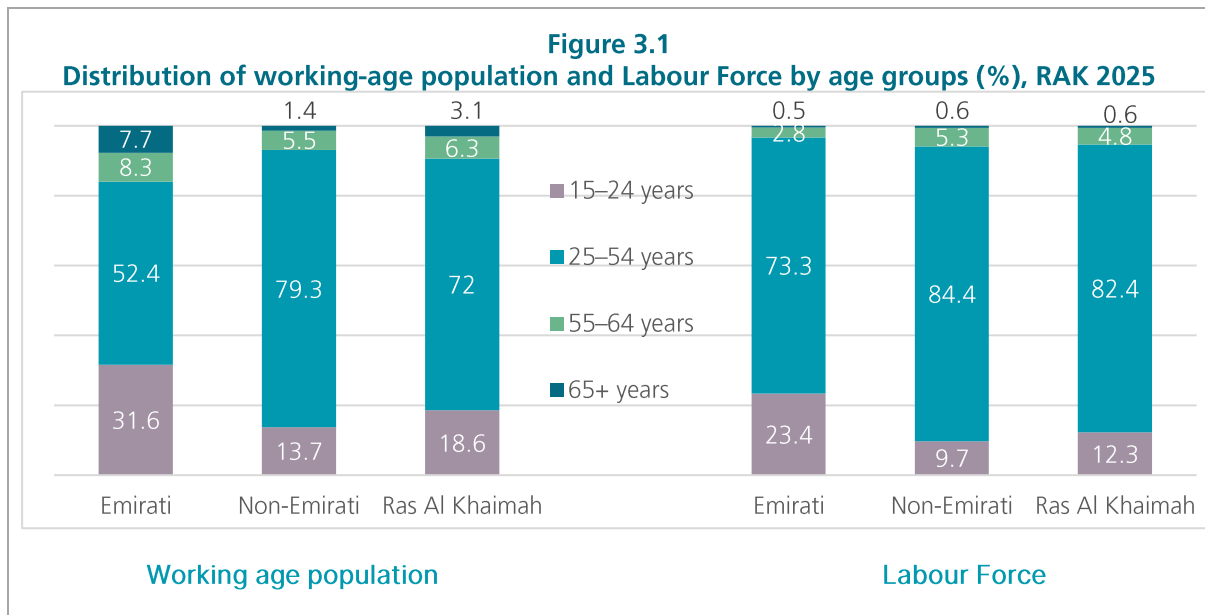
Table 3.2 presents an overview of the share of population 15 years and over, by economic activity status, by nationality and gender. The labour force represents the current provision of labour for the production of goods and services in the economy. In terms of nationality, there are differences between the Emirati and non-Emirati population with regard to the economically active persons, 51.1% and 85.2%, respectively. The differences are also clear regarding the economically inactive persons (outside the economic activity), with 48.9% for Emiratis and 14.8% for non-Emiratis.

Table 3.2 Share of population aged 15 years and over by economic activity status, by nationality and gender (%), RAK 2025				
Nationality	Gender	Labour Force (Active)	Outside Labour Force	Total Population 15+
Ras Al Khaimah	Males	88.4	11.6	100.0
	Females	54.4	45.6	100.0
	Total	75.8	24.2	100.0
Emirati	Males	66.6	33.4	100.0
	Females	35.7	64.3	100.0
	Total	51.1	48.9	100.0
Non-Emirati	Males	94.5	5.5	100.0
	Females	65.4	34.6	100.0
	Total	85.2	14.8	100.0

3.3 Labour Force and Unemployment

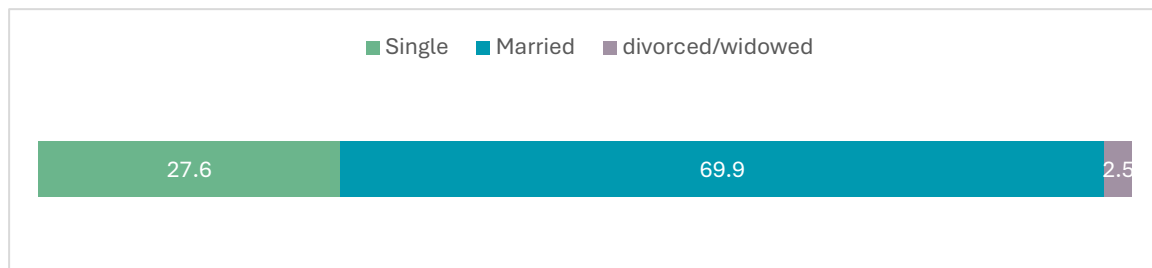
- Labour force

Figure (3.1) illustrates the existence of differences regarding the working-age population as well as the labour force among citizens and non-citizens. Among youth in the 15–24 age group, the 25–54 age group, and older persons (65 years and above), and for those aged between 25 and 54 years, the percentage of non-citizens in the labour force was higher than that of citizens (84.4% compared with 73.3%).



In terms of the marital status, the data indicated that the majority of economically active persons are married with almost 69.9% of the total labour force (Figure 3.2).

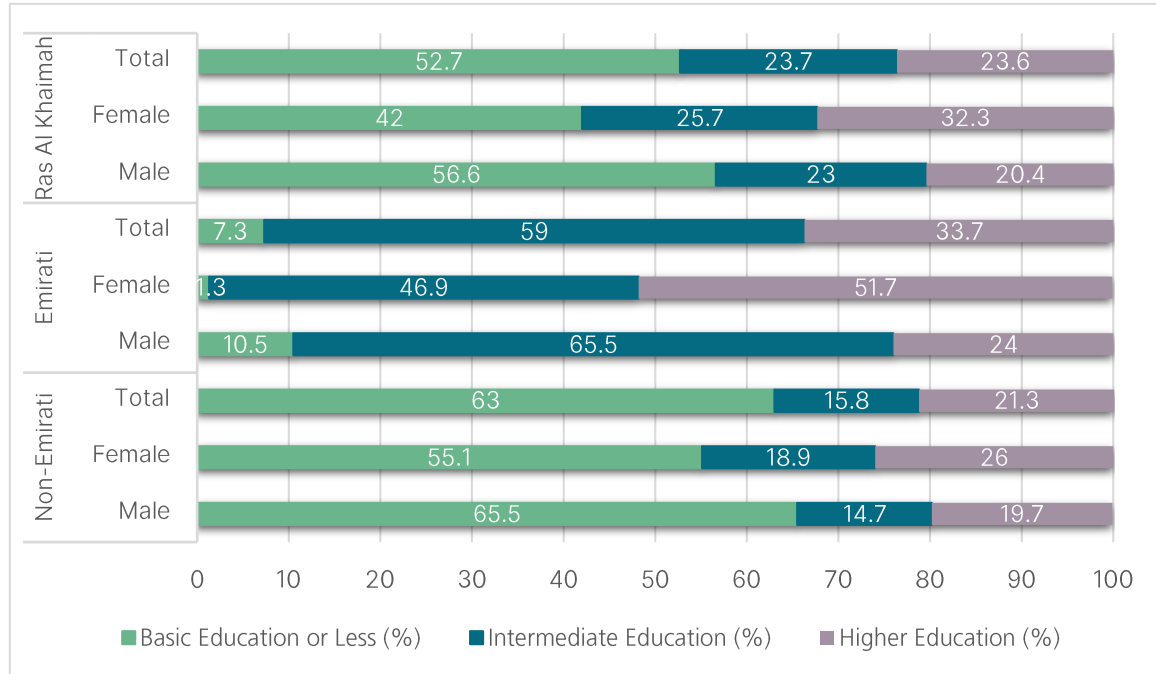
Figure 3.2
Distribution of population in the Labour Force by Marital Status (%), RAK 2025



The distribution of the labour force by level of educational attainment is provided in Figure 3.3. While nearly 1 out of 10 Emirati workforce had no higher than basic education (7.3%), there were 6 out of 10 non-Emirati workforce (63.0%) with the same status. However, the share of the labour force people having completed an advanced education level is nearly 14 percentage points higher for Emirati compared to non-Emirati (33.7% and 21.3% respectively).

Moreover, the data revealed gender differences in the educational level of women and men in the workforce. This is especially applicable for the Emirati: 51.7% of the women had an advanced educational level, while the majority of men in the workforce had an intermediate educational level, 65.5%.

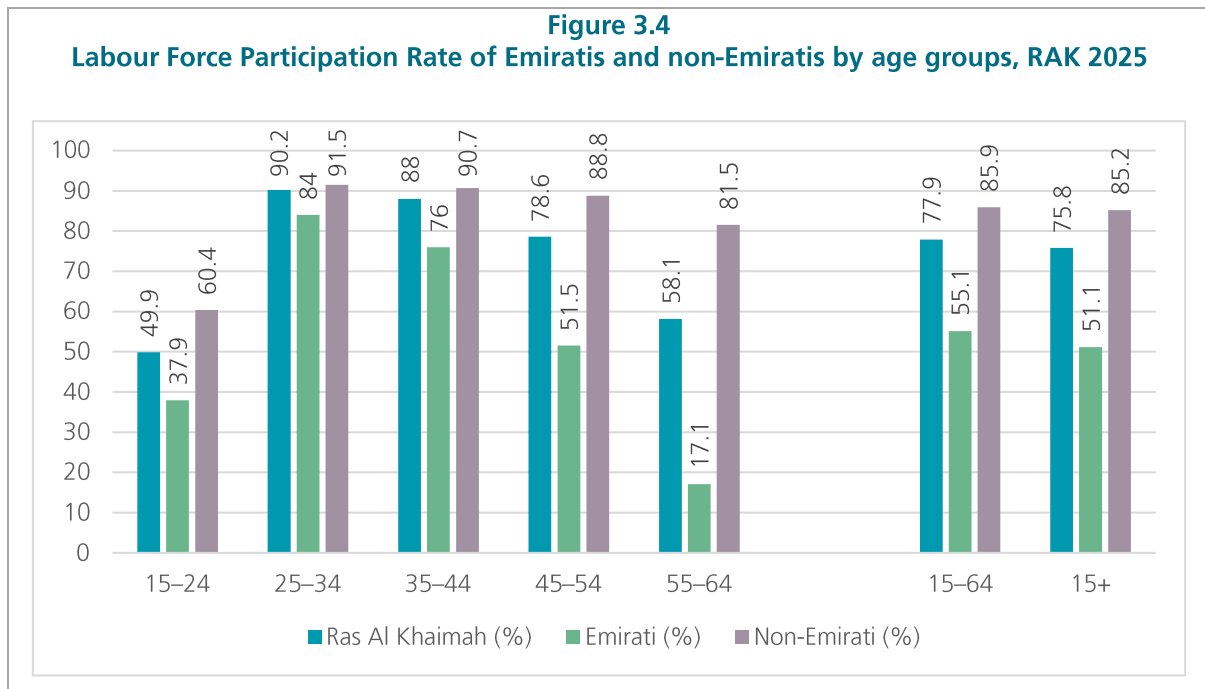
Figure 3.3
Distribution labour force population aged 15 years and over by groups of education attainment, nationality and gender (%), RAK 2025



The level of labour market activity is typically measured by the labour force participation rate (LFPR), defined as the ratio of the labour force to the working-age population (15 years and over), expressed in percentage. The LFS 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, 75.8% (Figure 3.4).

With regard to the economically active population, there is a clear difference between adult citizens and non-citizens, where non-Emiratis, were to a greater extent more actively engaged in the labour market than their Emirati counterparts (85.2% and 51.1%, respectively). Such a high percentage for non-Emirati is attributable to the fact that most of them are migrant workers who stay in RAK due to their work and leave it when they are unemployed.

In terms of age groups, the results showed that the non-Emirati curve is above in all age-groups, and it reached its peak for persons of the age range 35-44 years at 91.5%. For Emiratis, the curve reaches a peak in the same age group (25-34) at 84.0% (Figure 3.4).



During the period from 2021 to 2025, there was an increase in the overall LFPR, by 0.6 percentage points (Table 3.3). LFPR for Emiratis of both genders increased 2.2 percentage points. The gender differences remain significant, as the LFPR is lower for women than for men for Emiratis and non-Emiratis.

Table 3.3
Labour Force Participation Rate (2021-2025) of the Population aged 15 years and over, by gender and nationality, RAK 2025

Nationality	Male				Female				Both genders				Change
	2021	2023	2024	2025	2021	2023	2024	2025	2021	2023	2024	2025	
Ras Al Khaimah	88.5	89.9	89.4	88.4	49.1	52.0	50.8	54.4	75.2	76.0	76.2	75.8	0.6
Emirati	64.6	67.6	66.8	66.6	32.5	35.4	35.4	35.7	48.9	51.0	51.5	51.1	2.2
Non-Emirati	94.5	95.7	95.5	94.5	59.0	62.2	60.6	65.4	84.4	85.3	85.5	85.2	0.8

▪ Unemployment

Unemployment refers to the status of jobless persons and not involved in the active labour force in society, yet they are available for work and have already sought job opportunities.

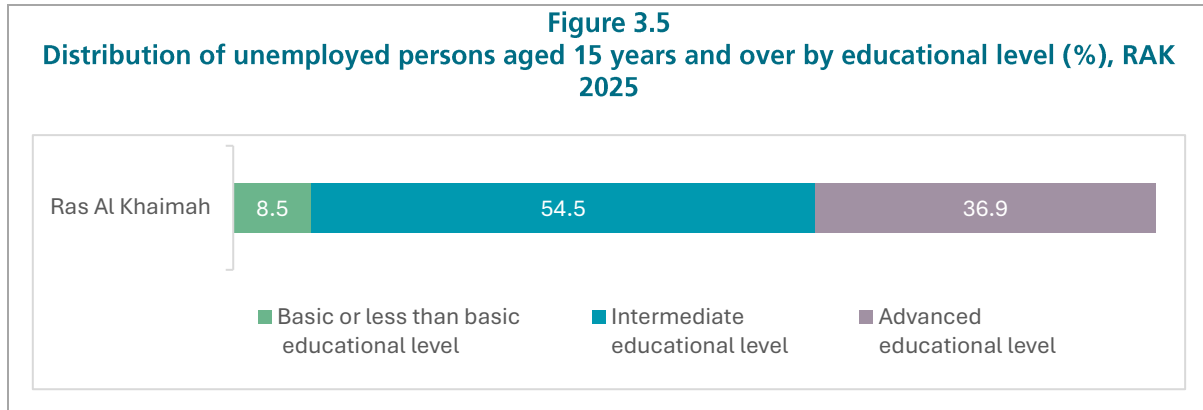
Unemployment reflects the existence of a labour supply that exceeds labour demand in Ras Al Khaimah. The unemployment rate is one of the main labour market indicators and is included within the Sustainable Development Goals framework (8.5.2) (SDG Indicator).

Upon reviewing (Table 3.4), the results of the 2025 Labour Force Survey indicate that the overall unemployment rate—i.e., the proportion of unemployed persons within the labour force—stood at 5.1%. The data further show a decline in unemployment between 2024 and 2025 by 1.1 percentage points, as well as a decrease of 1.8 percentage points between 2021 and 2025.

As expected, women in the labour force are more likely to be unemployed than men. The gender gap is approximately 15 percentage points, with the female unemployment rate reaching 12.7% compared to 2.4% for males. This may be attributed to the increased participation of women in the labour market and their growing pursuit of employment opportunities, particularly in light of the rising number of women completing university education. However, it should be noted that many women seek jobs that allow them to balance work requirements with their family and personal responsibilities, particularly for married women.

Table 3.4													
Unemployment Rate Population aged 15 years and over by gender, RAK 2025													
Ras Al Khaimah	Male				Female				Both genders				Gender Gap
	2021	2023	2024	2025	2021	2023	2024	2025	2021	2023	2024	2025	
	3.4	4.4	2.8	2.4	19.2	13.2	17.4	12.7	6.9	7.3	6.2	5.1	(10.3)

The results (Figure 3.5) showed that among the unemployed people in RAK, the largest share was for those with an advanced educational level, 54.5%. However, 36.9% of the unemployed had an intermediate educational level.



- **Labour force participation and unemployment of women and youth**

The gender differences in LFPR: it is clearly evident that the gender disparity in economic participation at the Emirate level is due to the fact that the economic activity participation rate among women is significantly lower than that of men over the years (as shown in Table 3.3 above). On the other hand, women were indeed less likely than men to participate in the labour force.

Table 3.5
LFPR Labour force participation rate by age groups and gender, RAK 2025

Age groups	Male	Female	Both genders	Gender Gap*
15-24 years	58.3	41.2	49.9	17.0
25-34 years	98.1	77.2	90.2	20.9
35-44 years	98.8	63.6	88.0	35.2
45-54 years	94.9	44.7	78.6	50.2
15-64 years	90.5	56.2	77.9	34.3

*Gender gap: The gender gap measured by the difference between the Labour Force Participation Rates in the labour force between males and females.

Youth in the labour force: LFPR of young people aged 15-24 in RAK was 49.9%, compared to 75.8% in the population aged 15 and above (Table 3.6). This is not a priori a negative indication since the majority of youth are outside the labour force to continue their education, 87.0% (see Table 3.9).

Table 3.6 Youth labour force participation rate by gender, compared with total in the Emirate, RAK 2025			
Age groups	Male	Female	Both genders
Youth (15-24 years old)	58.3	41.2	49.9
Total working-age population (15+ years old)	88.4	54.4	75.8

Youth unemployment: Unemployment and the lack of job opportunities have a negative impact on society, particularly on young people. Accordingly, addressing youth unemployment is of critical importance. The youth unemployment rate stood at 14.9%, indicating that it is approximately three times higher than the overall unemployment rate (Table 3.7).

Table 3.7 Youth unemployment rate compared with total in the Emirate, RAK 2025	
Age groups	Ras Al Khaimah
Youth (15-24 years old)	14.9
Total working-age population (15+ years old)	5.1

3.4 Population Outside the Labour Force (economically inactive population)

The population outside the labour force consists of persons of working age (15 years and above) who are economically inactive and therefore outside the labour force. They are a category of the population who have no employment and are, at the same time, not unemployed, meaning they are neither available for work nor seeking work. The common reasons for being outside the labour force are numerous, including Participation in formal education, 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 in 2025 was estimated at 24.2% at RAK level, with significant differences for the Emirati and the Non-Emirati populations (48.9% and 14.8%, respectively) (see Table 3.2 above).

Furthermore, and in line with global trends, the inactivity rate was considerably higher for women than for men. Slightly over half of the working-age women were not in the labour force, 49.2% compared to only 10.6% 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 the population outside the labour force in RAK, was made up of people who were not working because of carrying out domestic tasks 39.3%, followed by students at 34.9% and then 25.7% by retirement, unwilling to work, could not find suitable work, reaching 65 of age and over, disability or illness, (Table 3.8).

Table 3.8: Distribution of the population aged 15 years and above outside the labour force by gender and reason for inactivity, Ras Al Khaimah 2025

Reasons for being outside labour force	Male	Female	Both genders
Domestic tasks	1.2	54.8	39.3
Student	54.4	27.1	34.9
Other*	44.5	18.2	25.7
Total	100.0	100.0	100.0

*Note: The category "other" includes: Retired; Unwilling to work; Didn't find suitable work; those aged 65 +; Disabled; and Illness;

The number of people outside of the labour force largely depends on the gender and age of the person. Strong gender differences were also observed: among inactive women, nearly half of them, 54.8%, were engaged in domestic tasks, whereas inactive men tend to be under the category "Other", 44.5%, or full-time student, 54.4% (Table 3.8 above). Over half of those economically inactive, 69.7%, aged 25-64 were engaged in domestic tasks, while not surprisingly, for the young people aged 15-24 years a considerable proportion was as expected in full time education, 87% (Table 3.9).

Table 3.9 Distribution of population outside labour force by main age groups and main reasons of inactivity (%), RAK 2025		
Reasons for being outside labour force	15-24 years old	25-64 years old
Domestic tasks	5.0	69.7
Student	87.0	1.5
Other	7.9	28.8
Total	100.0	100.0

CHAPTER 4: Employment

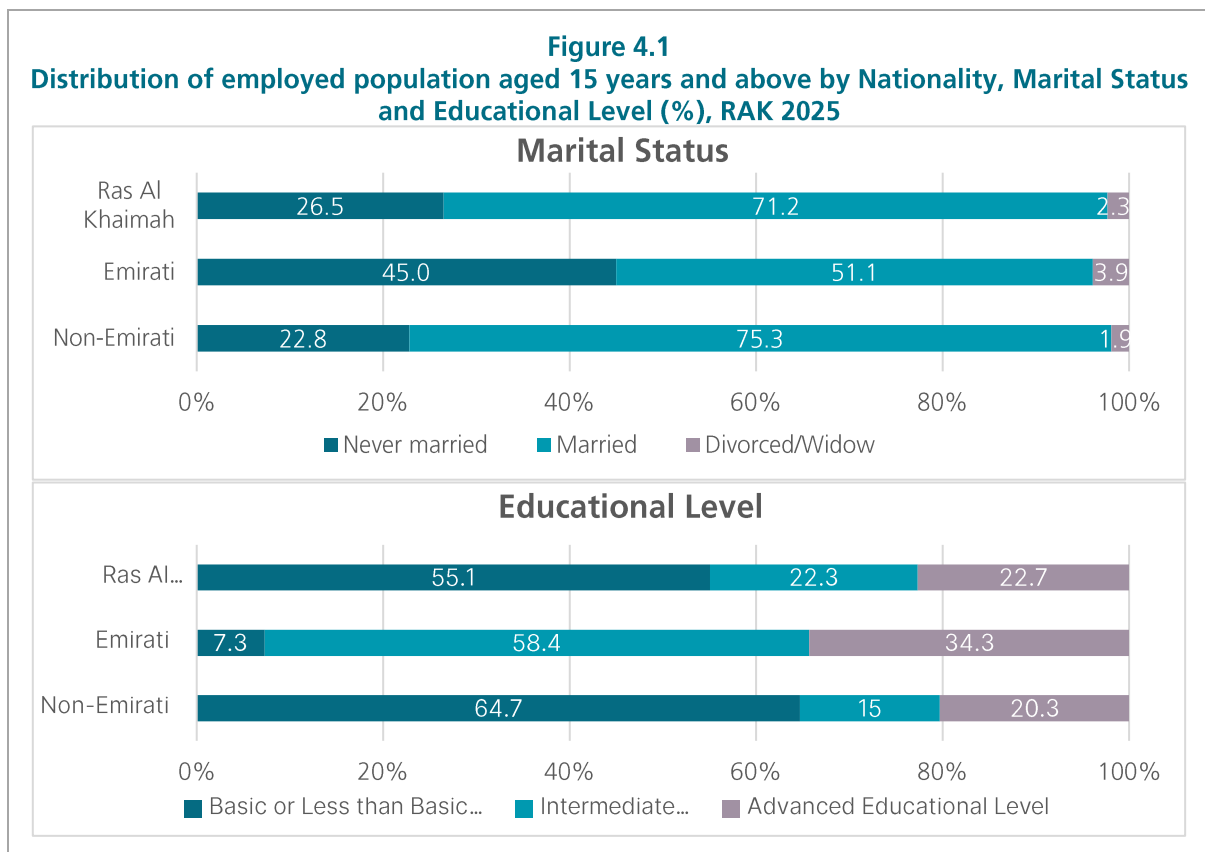
4.1 Introduction

Investigating employment of individuals is critical as it is the main determinant of living standards. Estimates on employment are crucial to monitor progress towards various national policies. The employed population comprises all persons of working age (aged 15 years and over) who in a short reference period were either in paid employment, self-employment or contributing household workers.

4.2 Employed Population

The profile of employed persons according to marital status and educational attainment is presented in Figure 4.1. In 2025, 7 out of 10 employed persons in Ras Al Khaimah were married, 71.2%, and nearly only one-third of them were single, 26.5%.

There is a close relationship and correlation between educational attainment and getting a job, with the largest number of highly educated people among working citizens at 34.3%, compared to 20.3% of non-nationals. The result suggests that the majority of non-Emirati were engaged in non-skilled jobs.



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 ratio of a country's employed population (15 years and older) to the total population 15 years and older. 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 was 72.0%: 44.1% of Emiratis were involved directly in market-related activities compared to a higher ratio of 82.5% relative to Non-Emiratis (Table 4.1). Furthermore, major gender differences were observed: the ratio for men was as double as that of women (86.3% and 47.5% respectively). The Employment-to-Population Ratio of Emirati men and women has been on the rise in recent years.

Table 4.1: Employment-to-population ratio aged 15 years and above by Nationality and Gender, RAK, 2025													
Nationality	Male				Female				Both genders				Change
	2021	2023	2024	2025	2021	2023	2024	2025	2021	2023	2024	2025	
Ras Al Khaimah	85.5	85.9	86.8	86.3	39.7	43.7	42.0	47.5	70.0	70.5	71.5	72.0	2
Emirati	59.4	62.1	62.8	62.0	19.8	24.7	24.8	26.4	40.1	42.9	44.3	44.1	4
Non-Emirati	92.0	92.1	93.3	93.0	51.6	55.4	52.9	59.9	80.6	80.8	81.7	82.5	1.9

The employment-to-population ratio by age groups and nationality is presented in Table 4.2. The data indicates that 63.5% of Emiratis and 88.5% for Non-Emiratis at the age group of 25-54 were employed. However, the most notable difference between Emiratis and Non-Emiratis was at the lower (15-24 year) and upper (55-64 years) age groups. The results can be explained by the different societal standards, to encourage the education of Emirati youth and retirement of Emirati senior citizens.

Table 4.2 Employment-to-population ratio by age groups and by nationality, RAK 2025			
Age groups	Ras Al Khaimah	Emirati	Non-Emirati
15-24 years	42.5	29.6	53.7
25-54 years	83.6	63.5	88.5
55-64 years	56.1	15.3	79.3
15-64 years	73.9	47.6	83.2

4.3 Employment by Branch of Economic Activity

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the 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 categorized 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 2025 indicate that the branches employing the largest numbers of persons at the Emirate level (Table 4.3) were: Manufacturing activities accounted for 22.9%, followed by public administration and defence at 16.9%, followed by households as employers at 13.1%, then administrative and support service activities at 9.8%, and construction at 6.7%.

Table 4.3
Distribution of employed population aged 15 years and over by branch of economic activity sector and nationality (%), RAK 2025

Branch of economic activity	Ras Al Khaimah	Emirati	Non-Emirati
Agriculture, forestry and fishing	3.0	0.1	3.6
Mining and quarrying	2.9	4.4	2.5
Manufacturing	22.9	3.4	26.8
Electricity, gas, steam and air conditioning supply	0.1	0.3	0.1
Water supply, sewerage, waste management and remediation activities	0.2	0.2	0.2
Construction	9.8	2.6	11.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.7	4.5	7.1
Transportation and storage	3.1	2.2	3.3
Accommodation and food service activities	4.5	0.2	5.4
Information and communications	0.3	0.7	0.2
Financial and insurance activities	1.0	4.7	0.3
Real estate activities	0.7	0.5	0.7
Professional, scientific and technical activities	1.1	0.9	1.2
Administrative and support service activities	5.2	2.7	5.7
Public administration, defense and compulsory social security	13.1	63.0	3.0
Education	2.8	5.4	2.3
Human health and social work activities	1.8	2.5	1.7
Arts, entertainment and recreation	0.5	0.2	0.6
Other service activities	2.6	0.3	3.1
Activities of households as employers	16.9	0.0	20.4
Not specified	0.7	1.2	0.6
Total	100.0	100.0	100.0

Employed population (aged 15+) are divided into three broad sectors of economic activity: Agriculture, Industry and Services allow the monitoring of the labour flow concentration in each of the above categories. In RAK, 60.4% of jobs were found in services, 35.8% in industry and 3.0% in agriculture (Table 4.4). The share in services is, however, significantly higher for Emiratis than non-Emiratis (87.9% vs. 54.9%) and the share in industry and agriculture is considerably lower for Emiratis than non-Emiratis.

Table 4.4 Employment according to major branch of economic activity, by nationality and gender (%), RAK 2025									
Major Branch of economic activity	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both genders	Male	Female	Both genders	Male	Female	Both genders
Agriculture	4.0	-	3.0	0.1	-	0.1	4.7	-	3.6
Industry	44.9	7.6	35.8	9.1	14.8	10.8	51.5	5.7	40.9
Services	50.2	92.0	60.4	89.7	83.6	87.9	43.0	94.2	54.9
Not Specified	0.8	0.4	0.7	1.1	1.7	1.2	0.8	0.0	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

The distribution of the employed persons by institution sectors (Table 4.5) shows that in 2025, 76.1% of employed Emiratis were working for Federal and Local government. The remaining, 24.0%, were working in the private sector, shared sector, and other institution sectors. For non-Emiratis, 68.9% the largest share, as expected, was recorded in the private sector. Nearly a fifth, 18.8%, of non-Emiratis were working in private households.

Table 4.5
Distribution of employed population aged 15 years and over by type of economic activity sector and nationality (%), RAK 2025

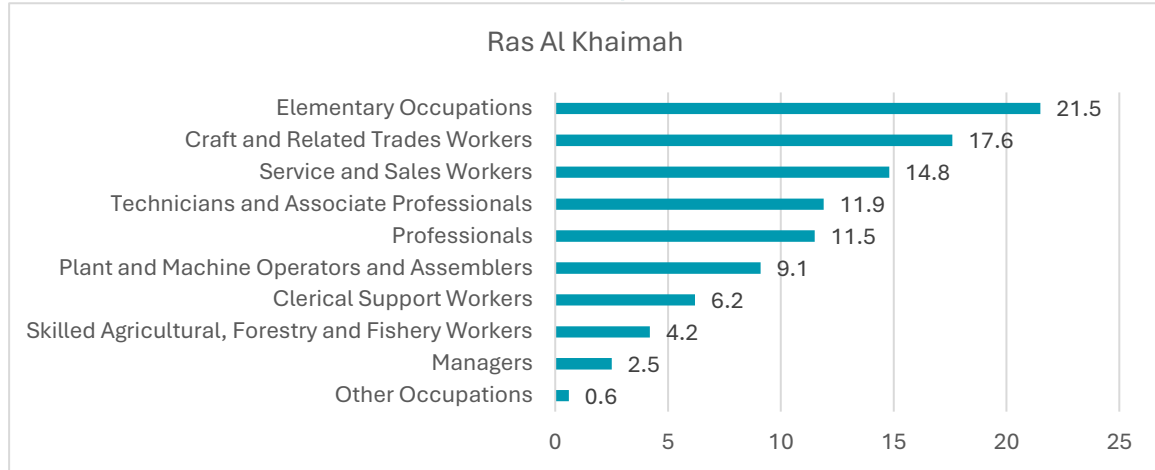
Type of economic activity sector	Ras Al Khaimah	Emirati	Non-Emirati
Government (Federal & Local)	19.9	76.1	8.6
Private sector	60.3	17.9	68.9
Shared (Government and Private)	3.0	4.5	2.7
Private Household	15.7	0.0	18.8
Other	1.1	1.6	1.0
Total	100.0	100.0	100.0

4.4 Employment by Occupation

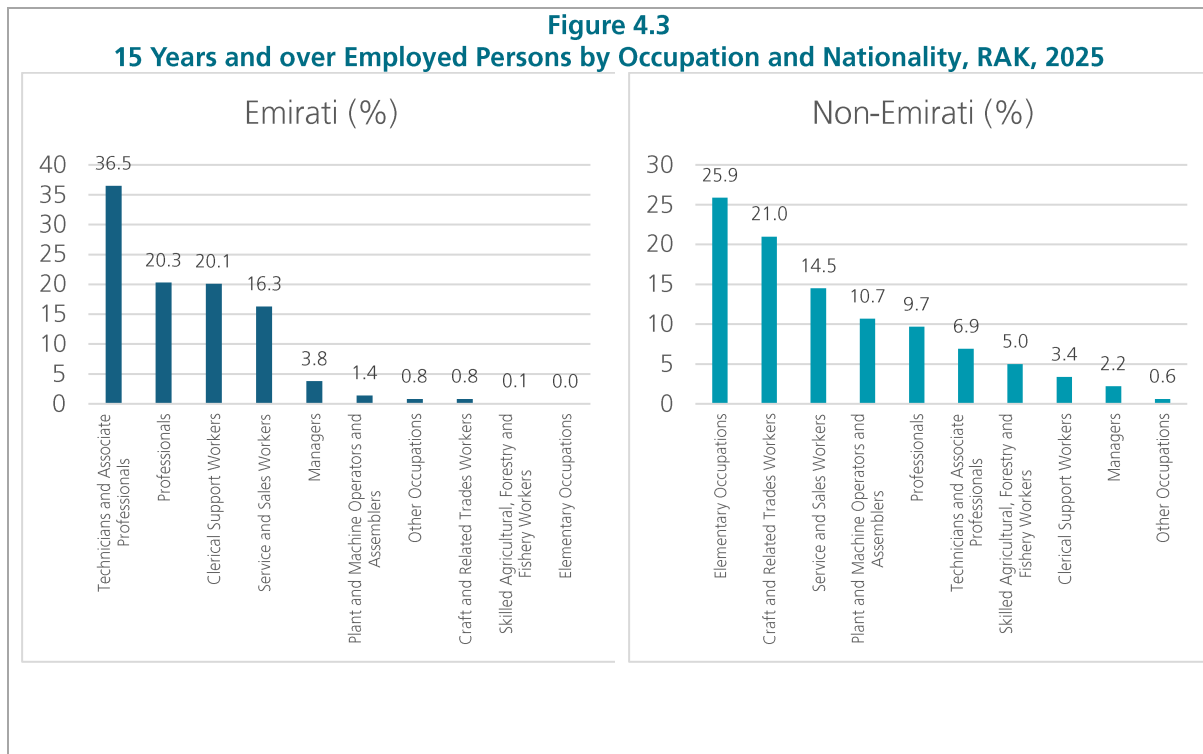
The structure of occupations provides a way to judge the quality of employment. "Occupation" refers to the kind of work usually done by a person employed, regardless of the branch of economic activity or the person's employment status. The LFS 2025 provides estimates on the occupational structure in terms of the correspondence to the International Classification of Occupations (ISCO-08). Major groups: Legislators, Senior Officers and Managers; Professionals; Technicians and assistant professionals; Clerical support workers; Salesmen and service workers; Skilled agricultural, forestry and fisheries workers; Craftsmen and related trades; Plant and machine operators and assemblers; Elementary occupations; Other occupations.

The share of occupations in Ras Al Khaimah, ranked from highest to lowest, is characterised by a concentration of employment in elementary occupations, which reached 21.5% (Figure 4.2).

Figure 4.2
Percentage Distribution of Employed Persons Aged 15 Years and Over by Occupation (%), Ras Al Khaimah, 2025



The occupational structure among Emiratis is different from the one of the non-Emiratis (Figure 4.3). The employment of Emiratis was mostly concentrated on highly skilful occupations, such as technicians, professionals and managers, while Emiratis are not occupying low-skill occupations, such as elementary occupations, craftsmen, or machinery operators. In comparison, for the non- Emiratis, most of employed persons were working in low-skill occupations (i.e., carried out by hand and personal interaction): craftsmen, salesmen and service workers, elementary workers, plant and machinery operators and agriculture.



4.5 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 2024 data enable estimates on the following categories of the International Classification of Status in Employment (ICSE-93): paid employees; employers; own-account workers; contributing household workers. The share of own-account workers who work for the household for wages or profit. The International Labour Organization uses the ratio of own-account workers and contributing family workers to total employment as a good indicator for measuring vulnerable employment.

The composition of the employed population by employment status in the main (only) job is presented in Table 4.6. Paid employment was the dominant form of employment in RAK. Paid employees constituted 97.7%, and according to ILO, such a high proportion of paid employees may indicate advanced economic development of the country.

Almost all employed Emirati and Non-Emirati (99.5% and 97.3%, respectively) were paid employees and thus are likely to have more job security and, as a consequence, a more consolidated socio-economic position. The contributing household workers and own-account workers (Those identified as being in vulnerable employment constituted only 0.7% of the labour force in Ras Al Khaimah), indicating that job vulnerability was low in the Emirate.

Table 4.6			
Distribution of employed population by employment status and nationality (%), RAK, 2025			
Status in employment	Ras Al Khaimah	Emirati	Non-Emirati
Paid Employee	97.7	99.5	97.3
Employer	1.8	0.3	2.1
Own-account worker	0.3	0.3	0.3
Contributing household worker	0.2	0.0	0.3
Total	100.0	100.0	100.0
Vulnerable Employment	0.5	0.2	0.6

* Vulnerable employment is the total of own-account workers and contributing family workers divided by total employment, excluding unspecified cases.