Government of Ras Al Khaimah
مركز رأس الخيمة للإحصاء والدراسات
RAK Center for Statistics & Studies

LABOUR FORCE
SURVEY REPORT

RAS AL KHAIMAH
▶ **2019**

Contents

ACRONYMS

AED	Arab Emirati Dirham
Emirati	A citizen of the UAE, regardless of where they reside
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
MENA	Middle East and North African Countries
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
WB	World Bank

FOREWORD

The 2019 Ras Al Khaimah Labour Force Survey (RAK LFS) is a representative sample survey designed to provide information on RAK labour market. It is the largest yearly survey of this kind conducted by RAK Center for Statistics and Studies (RAK CSS) in 2017, 2018 and 2019, to provide the official measures of employment and unemployment, as well as other key labour market indicators. This survey is part of a national survey implemented in all UAE and coordinated by the Federal Competitiveness and Statistics Center.

For the first time the results of the LFS are presented in a publication, which make available annual estimates on a wide range of labour statistics that are disaggregated for Emirati nationals and non-Emirati nationals at a first instance and also with gender breakdown. The information on the topics of interest were obtained from men and women aged 15 years and above.

Efforts has 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 for a particular point in time. For many of the indicators described below, the basic underlying concepts were established by the resolution concerning statistics of work, employment and labour underutilization adopted by the 19th International Conference of Labour Statisticians (ICLS) in October 2013[1].

The LFS 2019 survey results showed that the age and gender structure of the population reflects the demographic particularities of a country who has been hosting temporary labour migrants that determines, to a significant extent the labour market dynamics in RAK.

With its very low dependency ratio of 28 percent, that results from a large potentially economically productive population, relative to a small number of less productive young and old people, RAK is located in an ideal window of economic opportunity. The age structure of Emirati nationals, with a large share of people in the young age groups under 15 (33 percent) and a relatively considerable share of old people (5 per cent) leads to a high dependency ratio - 61 persons in the less-productive young and old ages per 100 persons in the more productive ages. Yet, the large presence of Non-Emirati nationals in the working age resulted in a low dependency ratio of 17.6 percent for this section of population. The Non-Emirati work force was dominated by men that are often married but come alone to work and leave wife and family in their home country.

The overall number of men and women living in RAK in 2019, was not close, as the female population of RAK accounted for 34.5 per cent compared to the male population at 65.5 per cent. The youth population aged 15-24 years constituted 33.2 per cent of the total population.

There were some dissimilarities in education status by nationality, as Emirati had high participation rates in schooling and higher education attainment compared to Non-Emirati.

Some key findings from the analysis of labour market data from LFS 2019 are outlined as follows:

The Participation Rate: Almost three fourth of working age population 15 years old and over (74.0 per cent) living in RAK were participating in the labour force as of 2019. The difference between the rates for Emirati and non-Emirati resident population was pronounced (43.9 per cent and 83.6 per cent respectively). Furthermore, the gender gap in labour force participation was noticeable - with female labour force rate at 41 percentage points lower than the male rate.

The employment to population ratio: was 71 per cent. The Emirati and Non-Emirati employment to population ratio was 38.3 per cent and 81.7 percent, respectively.

Employment by major branch of economic activities: services was by far the most important sector of economic activity in RAK in terms of employment (67.1 percent), followed by industry (28.0 percent) and agriculture (4.4 percent).

Employment Status: Almost all employed Emirati (98.2 per cent) were more likely to have a decent work status (as formal employees) and as a consequence, a more consolidated socio-economic position than the Non-Emirati that in nearly 12 per cent were there was a likelihood for vulnerability in employment (as family workers and self-employed).

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[1] 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 http://www.ilo.org/global/statistics-and-databases/standards-andguidelines/resolutions-adopted-by-international-conferences-of-labourstatisticians/WCMS_230304/lang--en/index.htm.

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

Unemployment: Unemployment rate was low (estimated at 3.9 percent) suggesting that a limited number of persons could not find a job in 2019.

Persons outside the labour force: Almost a fourth of the working-age individuals were not part of the labour supply to the RAK economy, but the nationality status yield interesting differences between Emirati and the Non-Emirati (56.1 percent and 16.4 percent respectively). Strong gender discrepancies were observed as concerns the reasons for being inactive: while for men the main motive was engagement as a full-time student (for 50 percent), for women domestic responsibilities were a competing motive (for 30 percent).

CHAPTER 1: An Overview of Ras Al Khaimah

1.1 Introduction

Ras Al Khaimah (RAK) 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

Ras Al Khaimah 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. Ras Al Khaimah 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.

1.3 Education

Education is among Ras Al Khaimah's top priorities and in its efforts to build a promising future and achieve comprehensive, sustainable growth, Ras Al Khaimah provides an outstanding educational environment that takes education to a world-class level. Today, Ras Al Khaimah has a roster of educational institutions equipped with the best educational facilities according to the highest international standards, from kindergarten to primary and secondary schools and also 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: Demographic Characteristics of Surveyed population

2.1 Introduction

Information on the demographic characteristics of the household population in the 2019 RAK LFS provides context to interpret labour market indicators. In addition, this information sheds light on the demographic profile of the population at the time of the survey. This chapter presents information on population distribution, marital status, and relationship to the head of the household, composition and size of households.

2.2 Population Distribution

> Total 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 2019, the overall number of men and women was very different, as indicated by the total sex ratio (the number of males per 100 females) of 190.

Figure 2.1 and Figure 2.2 show the structure of the surveyed population by nationality, sex and age class. As an overall observation, the age and gender composition of Emirati nationals was as expected, reflecting both the demographic and socioeconomic history of this population. The age profile is greatly skewed toward youth, with almost half of the population (52.1 per cent) under the age of 24. The share of the elderly — defined here as those aged 65 years and over — in the total population of non-Emirati was 4.6 per cent (Figure 2.2).

Figure 2.1 Household population, 2019

Percent distribution of household population by nationality and sex

	Male	Female
Ras Al Khaimah	Male 65.5	Female 34.5
Non-Emirati	Male 72.1	Female 27.9
Emirati	Male 49.4	Female 50.6

The age distribution of Non-Emirati population is greatly skewed toward adult working age population structures of 25-64 years (73.4 per cent). While, around 25 per cent of Non-Emirati were under 24 years, at the other end of the age spectrum, the elderly accounted only for 1.3 per cent. The expatriate profile is highly gendered – it is men dominated leading to a higher sex ratio (275 male per 100 women). Men thus continue to migrate alone for work in RAK and leave their wife and family in their home country, and this is confirmed by the low share of children 0-14 yeas (13.7 per cent).
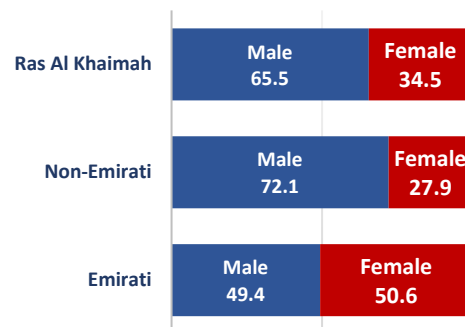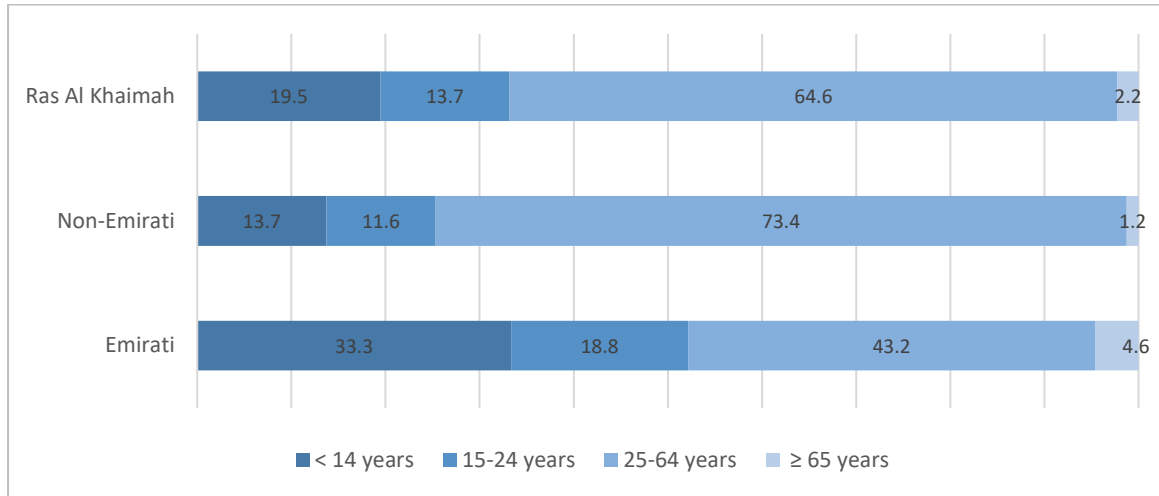
Figure 2.2 Age class structure, 2019

Percent 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 characteristics of the household composition, are of interest because they are often associated with differences in household economic levels. The LFS 2019 collected information from four different types of households: households headed by Emirati national, households headed by non-Emirati national, collective apartments (shared by workers mainly non-Emirati) and from labour camps (shared place to live for Non-Emirati workers)[2].

Household composition is reasonably different for Emirati and non-Emirati. For the Emirati the norm was a husband, a wife, 3 children, and other relatives, including domestic workers. For the non-Emirati a considerable number of private households were consisting of adults living alone (single adult).

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[2] 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, 2019

Percent distribution of household population in relationship with the head of household, by types of households

Relationship to Household Head	Emirati private Household	Non-Emirati private Household
Head of Household	14.5	32.7
Husband / Wife	11.5	14.8
Son / Daughter	44.9	39.7
Father / Mother	1.4	1.2
Son-in-law/ daughter-in-law	2.0	0.6
Grandson / Granddaughter	4.3	1.4
Brother/ Sister	2.7	4.1
Grandfather / Grandmother	0.3	0.0
Other Kinship	0.9	3.9
Domestic workers	16.8	1.1
Other	0.7	0.5
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 resident) and guests of the household (usual resident of RAK).

It was estimated that, the vast majority of households in RAK (93.6 per cent) were headed by a man while only 6.4 per cent were headed by a woman (Figure 2.3). The results for Non-Emirati suggested a presence of adult women that come alone for work in RAK.

Figure 2.3 Head of household sex, 2019
*Percent distribution of head of household, by nationality and sex*
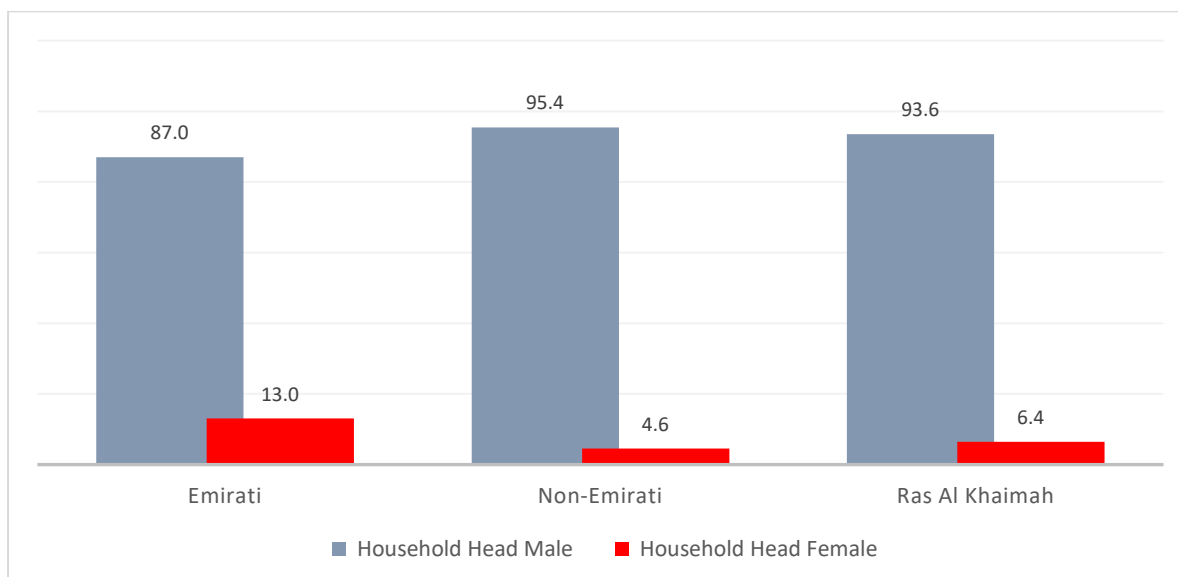
Household size varies across nationality groups. The largest average household size was recorded for Emirati private households compared to the non-Emirati ones (Table 2.2).

Table 2.2 Household size, 2019

Percent distribution of household size by type of households

Household members	Emirati private Household	Non-Emirati private Household
1	0.7	10.3
2	0.6	5.5
3	5.7	11.9
4	5.7	22.1
5	9.1	14.8
6	13.7	12.5
7	16.0	6.6
8	8.4	3.6
9+	40.1	12.5
Total	100.0	100.0

With regard to single adult households, 94.2 percent of them were composed of individuals (either male or female) in the age sequence 25-64 years. Furthermore, men recorded a largely higher number (90.6 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, 2019

Percent distribution of single person households by sex
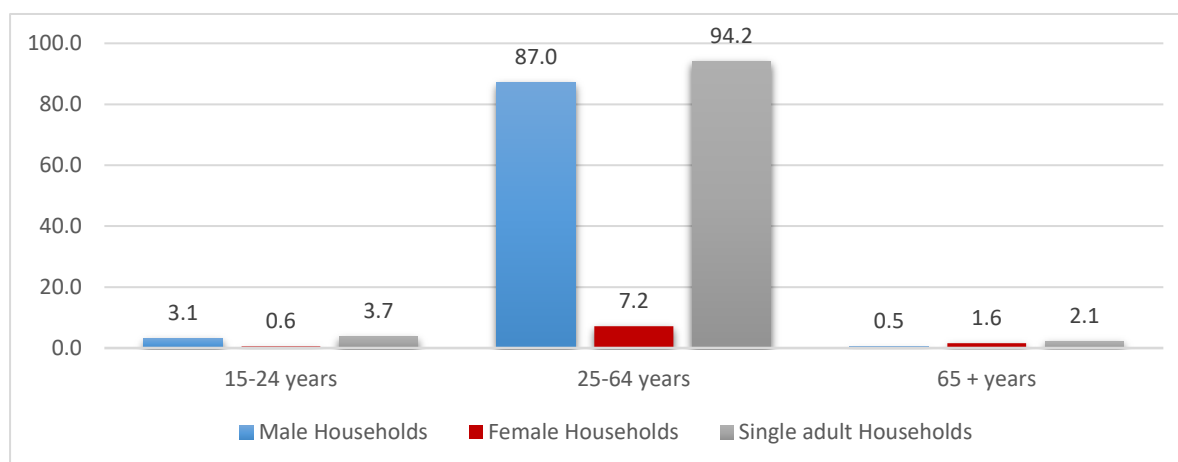
Of the total population aged 15 years or older, the married accounted for 66.5 percent and the never married for 30.4 per cent (Table 2.3). Almost half of the Emirati women and men reported to be married, the never married accounted for 40.3 per cent, while those that were divorced at 3 per cent. There are some gender differences since the proportion of single men was slightly higher (44.2 percent) than for single women (36.6 per cent), instead the share of divorced and widowed women is higher compared to men.

Among the non-Emirati, around three fourth of them reported to be married and only 27 per cent never married. So, they are often married but come alone to work and leave their wife and family that resides in their home country. Thus, the share of women that were never married, divorced and widowed is higher (36.4 per cent) compared to men (25.0 per cent).

Table 2.3 Marital status, 2019
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	29.0	33.2	30.4	44.2	36.6	40.3	25.7	31.2	27.2
Married	70.0	59.3	66.5	51.7	52.1	51.9	73.9	63.6	71.2
Divorced/ Widowed	0.9	7.3	3.0	3.5	10.8	7.2	0.3	5.2	1.6
Unknown	0.1	0.2	0.2	0.6	0.6	0.6	-	-	-
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. Enrolment and attendance rates are indicators to assess the functioning of the education system to serve the school-age population in a country. The LFS 2019 shows that at Emirate level, 64.7 per cent of population aged between 3 and 24 years were enrolled in an educational institution and attending an education level. School enrolment by school age children 6 to 9 and that of children 10 to 13 is almost universal. While only 25.7 per cent of young people 18-24 were enrolled in education

In addition, 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. The GPI was higher than 1, which indicated a gender disparity in favour of females (Table 2.4).

Table 2.4 School enrolment, Ras Al Khaimah, 2019
School enrolment for household population aged 3-24 years, by age and sex

Age-group	Male	Female	Both sexes	GPI
3-5	51.7	58.2	54.0	1.13
6-9	97.2	98.2	97.7	1.01
10-13	96.9	97.3	97.0	1.00
14-17	89.5	86.9	88.3	0.97
18-24	18.8	37.7	25.7	2.00
Ras Al Khaimah	**59.4**	**72.2**	**64.7**	1.21

Note: Gender Parity Index (GPI) for primary school is the ratio of school enrolment for females to that for males

Nevertheless, some discrepancies were noted in school attendance rates of Emirati (77.7 per cent) and non-Emirati (53.1 per cent) students aged 3–24 years.

Information on levels of educational attainment is considered as the best available indicator of labour force skill levels, that is an important aspect of labour market performance. Educational attainment is classified according to the International Standard Classification of Education (ISCED 2011). Educational attainment as one of the factors determining the employability of workers, refers to the highest level of education attained or completed by person aged 10 years and above.

Table 2.5 presents the educational attainment of household population at the time of the survey. Around one fourth of respondents across RAK (24.1 per cent) had no formal education. The non-Emirati men (34.5 percent) and women (14.9 percent) were more likely to have no formal education than the Emirati men (8.8 percent) and women (11.3 per cent). Illiteracy, instead was at the same rate for Emirati and non-Emirati, but with slight gender differences for both groups. On the other hand, around

21.2 per cent of RAK people aged 10 years and above, had attained a university-level education or higher, but women had a higher share compared to men.

Table 2.5 Educational attainment, 2019

Percent distribution of highest level of schooling attended or completed, of household population aged 10 +, 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	29.4	13.4	24.1	8.8	11.3	10.0	34.5	14.9	29.2
Primary	12.2	16.0	13.5	12.7	12.8	12.8	12.1	18.1	13.7
Lower secondary	19.2	19.7	19.4	27.0	15.6	21.2	17.3	22.6	18.7
Upper Secondary	12.0	17.5	13.8	24.9	24.4	24.7	8.8	12.8	9.9
Post-secondary non-tertiary	1.2	1.2	1.2	2.0	1.6	1.8	1.0	0.9	1.0
Bachelor or equivalent	16.7	20.8	18.1	16.8	23.9	20.4	16.7	18.7	17.2
Higher diploma/Master/Doctorate	3.2	3.0	3.1	2.2	1.5	1.8	3.4	4.1	3.6
B. Illiterate	5.9	8.1	6.7	5.2	8.3	6.8	6.1	7.9	6.6
C. Non response	0.1	0.2	0.2	0.5	0.6	0.5	0.0	0.0	0.0
Total (A+B+C)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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 is key for economic growth, which is why it is crucial to understand and evaluate labour force participation trends and patterns. Key indicators to monitor the working age population and labour force include the labour force participation rate, age dependency ratio, and unemployment rate. Moreover, understanding the patterns of people who are outside the labour force is also important.

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. In RAK UAE, the working-age population refers to all persons aged 15 and older.

The LFS 2019 estimated that the share of working age population was 80.5 per cent (Table 3.1), of which 24.3 per cent were Emirati and 75.7 per cent were Non-Emirati. At the Emirate level, males accounted for a higher percentage of the working-age population than female (67.6 and 32.4 per cent respectively), a difference which was attributable to the large presence of expatriate males.

Table 3.1 Working age population, 2019
Share of the working age population by nationality and sex

Working-Age Population	Emirati	Non - Emirati	Ras Al Khaimah
Aged 15 + *	66.7	86.3	80.5
Male Aged 15 +	49.7	73.3	67.6
Female Aged 15 +	50.3	26.7	32.4
Youth (15- 24 years)**	28.2	13.4	17.0
Age Dependency ratio	61.2	17.6	27.7

**Share of persons aged 15+ to the total population*
** *The share of young people 15-24 to the total working age population 15+*

The youth aged 15 to 24 years in RAK, make up 17.0 percent of total working age population aged 15 and over, with the share of young Emirati (within the Emirati 15 years and above) higher than the share of Non-Emirati (within the non - Emirati 15 years and above) (28.2 per cent and 13.4 per cent respectively).

The demographic dividend, e.g. age dependency ratio, is a useful measure to analyse the age structure of the population. In economic terms, such measure indicates the burden caused by non-working people on a country's working-age population. It is calculated as a ratio of the number of dependants (children aged 0 to 14 and the older population aged 65 and over) to the working age population (aged 15+). The higher the dependency ratio, the greater the burden. The main results of the 2019 LFS indicate that the age dependency ratio for RAK was 27.7 per cent. The high rate among Emirati (61.2 per cent), is balanced by the very low rate among Non-Emirati population (17.6 percent).

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 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 figures are in details interpreted in the next sections.

Table 3.2 Economic activity status, 2019
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	98.4	1.6	100.0	87.2	12.8	100.0
	Females	87.2	12.8	100.0	46.4	53.6	100.0
	Both sexes	96.1	3.9	100.0	74.0	26.0	100.0
Emirati	Males	94.1	5.9	100.0	60.0	40.0	100.0
	Females	72.8	27.2	100.0	28.0	72.0	100.0
	Both sexes	87.3	12.7	100.0	43.9	56.1	100.0
Non-Emirati	Males	99.0	1.0	100.0	93.1	6.9	100.0
	Females	91.4	8.6	100.0	57.5	42.5	100.0
	Both sexes	97.6	2.4	100.0	83.6	16.4	100.0

3.3 Labour Force and Unemployment

The labour force, in other words represent the current supply of labour for the production of goods and services in an economy. Labour force share according to age-sequence and nationality (Figure 3.1) indicate the essential differences and similarities between the Emirati and Non-Emirati. Almost all economically active people (employed or unemployed) belonged to the age sequence 15-64 years (99.3 percent in RAK), which means also that less than 1 per cent of individuals over 65 years were engaged in labour activities. As expected, the predominant age group share for those in the labour force was 25-34 years, with Non-Emirati share (41.2 per cent) being larger than Emirati one (37.6 per cent). The majority of the economically active people in RAK were married (72 per cent) and only 2 per cent were divorced or widowed.

Figure 3.1 Labour Force, 2019
Share of labour force population aged 15 years and over by age groups and marital status
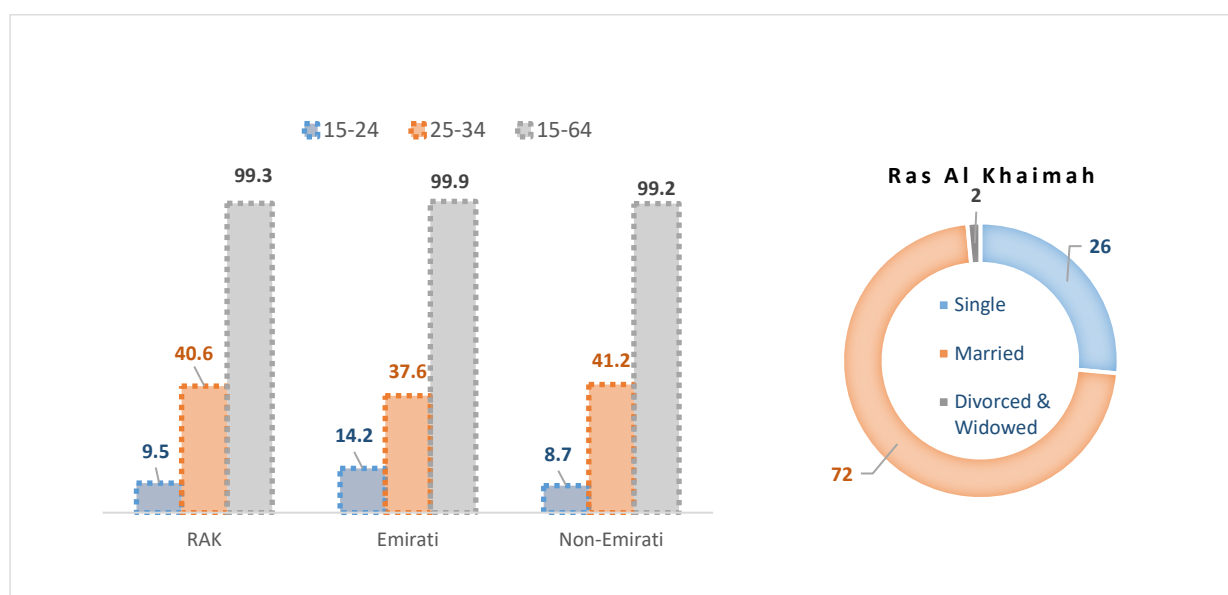
The level of labour market activity is typically measured by the labour force participation rate (LFPR). This indicator is defined as the ratio of the labour force to the working age population expressed in percentage terms. The LFS 2019 survey results indicate that around three fourth of the working-age population living in RAK were either working for pay or profit, or looking for work (74.0 per cent), which is far better compared to the MENA Region labour force participation rate that stands at about 48 per cent in 2019 as per WB estimates[3].

Looking at the figures by nationality, there is a distinct difference among Emirati and non-Emirati population. The non-Emirati are twice more economically active compared to the Emirati counterparts (83.6 per cent and 43.9 per cent respectively). Such a large share is attributable to the fact that the majority of Non-Emirati population are labourers with economic activities, who can stay in RAK because they have work, so when they stop work they are obliged to leave unless they find another job fast.

During the most recent 3-year period for which data are available (2017- 2019), there was a slight decrease in overall LFPR by 6 points (Table 3.3), which seems due to a decline in labour force participation of Non-Emirati. In addition, the gender gap seems significant in both population groups. In terms of variation by sex, the LFPR is lower for women than for men for the Emirate and across the two nationality groups.

Table 3.3 Labour force participation rate trends, 2017-2019
*LFPR of population aged 15 years and over, by sex and nationality*

Nationality	Both sexes			Male			Female			Gender Gap 2019
	2017	2018	2019	2017	2018	2019	2017	2018	2019	
Ras Al Khaimah	80.2	78.5	74.0	92	91.2	87.2	50	45.9	46.4	40.8
Emirati	43.3	41.4	43.9	60.8	61.0	60.0	26.8	23.7	28.0	32.0
Non-Emirati	90.5	88.8	83.6	97.1	96.1	93.1	66.1	61.1	57.5	35.6

Note: This is the Refined participation Rate = Total labour force or economic active individuals (employed + unemployed)/ total population 15 years and above *100;
Gender gap measures the difference between the force participation rates of men and women aged 15+.

The LFPR in 2019 by age group and nationality, is graphically presented in Figure 3.2. Like most national rates, the LFPR has an inverted U-shape, more pronounced for Non-Emirati than 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 25-49 years. It is remarkable that about half of persons aged 65 years and over (45.5 per cent) were economically active. For Emirati, the curve reaches a peak in the age group 25-34 years (at around 70 per cent), before descending sharply, while less than 1 percent of persons aged 65 were economically active.

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[3] Middle East & North Africa (MENA) region, available at
https://data.worldbank.org/indicator/SL.TLF.CACT.ZS?end=2019&start=1990

Figure 3.2 Age specific labour force participation, 2019
Age specific labour force participation rate, by age-groups and nationality
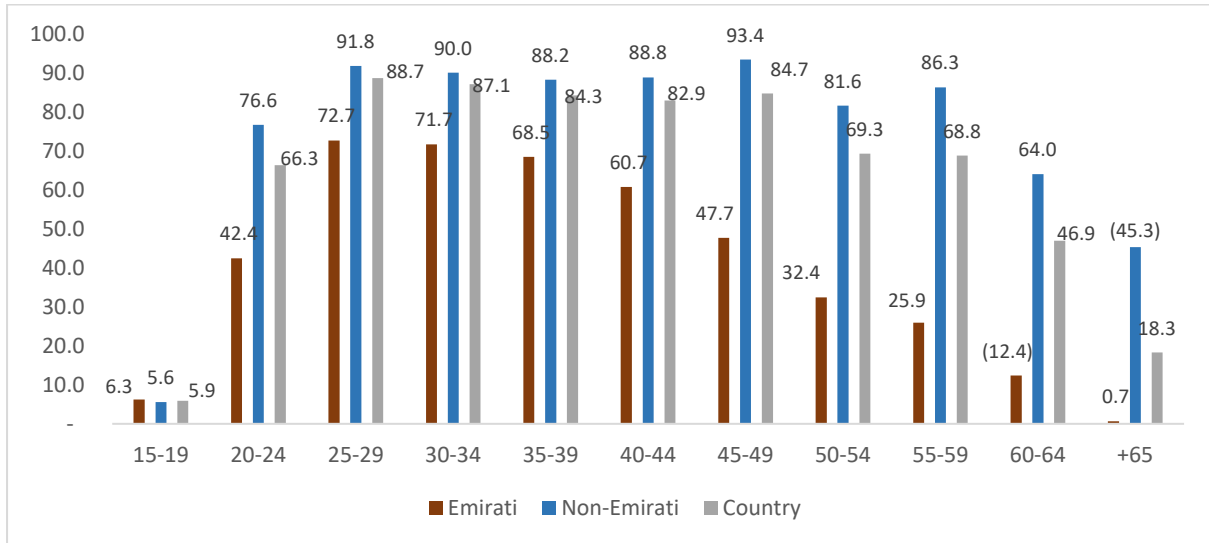
Note: Figures in parentheses are based on 25-49 unweighted cases[4].

Box 1. Gender in labour force participation

The analysis above shows that there are strong gender patterns underlying people's participation in the labour force. Women are less likely than men to participate in the labour force, and when they are active in the labour force, they are more likely to be unemployed. Indeed, the activity rate is significantly lower for women than for men at Emirate level.

Moreover, the gender gap in labour force participation is increasing with the age, and it does not seem to be narrowing across the years: in 2017, the female labour force rate was 42 percentage points lower than the male rate, and this difference was 41 percentage points by 2019 (as shown in Table 3.3 above). The largest gender gap in participation rates was faced among Emirati women (data not shown).

Table 3.4 Labour force participation rate by sex, age groups, Ras Al Khaimah 2019

Age groups	Male	Female	Gender Gap
15-24	52.6	23.8	28.81
25-34	97.1	66.1	30.99
15-64	88.6	48.1	40.47

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

On the other hand, unemployment represents the unsatisfied supply of labour in a country. The unemployment rate is thus considered one of the main labour market measure and it is incorporated in the SDG framework (SDG Indicator 8.5.2).

LFS 2019 results indicate that the unemployment rate, i.e. the proportion of the persons in the labour force that are unemployed, was at 3.9 per cent in 2019 (Table 3.5). However, this figure means that in RAK a very small number of persons who are looking for a job cannot find one despite being available to take up work.

As expected, women in the labour force were more likely to be unemployed than their male counterparts, as the female unemployment rate was 11 percentage points higher than the male rate (12.8 per cent and 1.6 per cent respectively). The figures also indicate that the pattern of unemployment has increased with 1.3 percent point over the period from year 2017 to 2019.

Table 3.5 Unemployment rate, 2017-2019
*Unemployment rate of population aged 15 years and over by sex*

	Both sexes			**Male**			**Female**			**Gender Gap 2019**
	2017	2018	2019	2017	2018	2019	2017	2018	2019	
Ras Al Khaimah	2.6	3.3	3.9	1.3	2.2	1.6	8.5	10.2	12.8	- 11.2

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

While women are less likely to participate in the labour force, when they do participate, they are more likely than male to be unemployed. According to the data during the period from year 2017 to 2019, women's unemployment rate has deteriorated by 4.3 percentage points. This means that in RAK, the number of women who are looking for a job cannot find one despite being available to take up work, have moderately increased.

The connection between education and unemployment does not follow the standard pattern of unemployment decreasing as the level of education increases. Indeed, among the unemployed persons in RAK, the largest share was for those obtaining a university or higher education levels (56.5 percent) followed by those obtaining upper secondary and below university education levels (33.3 percent), and lower secondary and below (10.2 per cent). Most of the unemployed Non-Emirati were higher educated.

Figure 3.3 Unemployment by educational level and nationality, 2019
Percent distribution of unemployed persons aged *15 years and over* by educational level and nationality
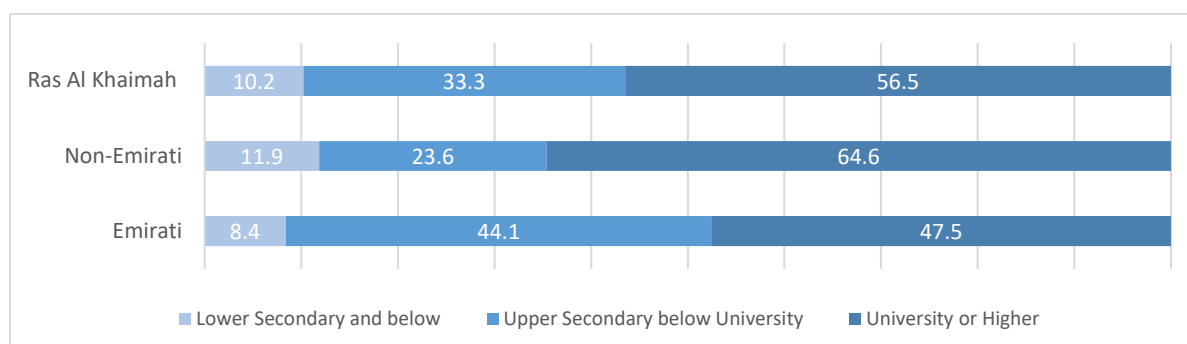
Box 2. Youth unemployment

Tackling youth unemployment is important, as it generally disproportionately affects the youth work force. In line with the global tendency, the youth unemployment rate was higher than that of adults: in 2019, overall youth unemployment rate was, just over than double the general unemployment rate. Moreover, for Non-Emirati the ratio of youth to adult unemployment is lower than for the Emirati.

Table 3.6 Youth unemployment rate compared with total, Ras Al Khaimah 2019

	Ras Al Khaimah
Youth (15–24 years old)	10.5
Total working-age population (15+ years old)	3.9
Ratio	**2.7**

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 (the inactive) are not part of the workforce that is they are neither employed nor unemployed. The common reasons for being outside the labour force are schooling, attending courses or undergoing training, taking care of family responsibilities, old age and retirement. 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 in the labour force support persons outside the labour force, often seen as dependents.

The share of people outside the labour force was estimated at 26.0 percent at the Emirate level, with significant differences for the Emirati and the non-Emirati population (56.1 percent and 16.4 percent respectively). Moreover, 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 (53.6 per cent), while only around a tenth of the working-age men were not in the labour force (12.8 per cent), reflecting a strong gender pattern in labour force participation linked to societal gender roles (as shown in Table 3.2 above).

Table 3.7 Population outside labour force Ras Al Khaimah, 2019
Percent distribution of population aged 15 years and over by main reasons and sex

Reasons for being outside labour force	Both sexes	Male	Female
Household duties	20.7	0.5	30.7
Full time student	31.9	50.0	22.9
Other*	47.4	49.5	46.4
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 majority of the population outside the labour force in RAK, for both women and men, is made up of people who were not working because of disabilities, illness, retirement, and being over 65 years and over but not working, unwilling to work and who didn't find suitable work (Table 3.7). Looking at the inactivity by sex, there are strong discrepancies observed. Among all inactive men, the largest share belongs to those who are full time student (50 per cent). While among inactive women, around one third of them (30.7 percent) were engaged in household duties. The predominant age group for those outside the labour force it is, not surprisingly, the age group 15-24 years and a considerable number of those in this age sequence were as expected in education (data not shown).

CHAPTER 4: Employment

4.1 Introduction

The employed population comprises all persons of working age (15 years and over) who in a short reference period were either in paid employment, self-employment or contributing family workers[5]. Estimates on employment statistics are crucial to monitor progress towards many national policies.

4.2 Employed Population

Demographic characteristics of employed persons are presented in the table 4.1 and figure 4.1. In 2019 it was estimated that the largest share of employed persons in Ras Al Khaimah were married (73.0 percent) and only one fourth of them were single.

The gap between the sexes is narrower for the Emirati married persons. It is also interesting to note that there are more divorced employed women among Emirati than non-Emirati.

Table 4.1 Employed persons
Share of population aged 15 years and over by marital status, sex and nationality

Marital status	Emirati			Non-Emirati			Ras Al Khaimah		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Single	30.9	32.5	31.3	22.4	34.9	24.5	23.4	34.5	25.4
Married	65.4	56.9	63.1	77.3	61.0	74.5	75.9	60.2	73.0
Divorced/ Widowed	3.7	10.6	5.6	0.3	4.0	0.9	0.7	5.4	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Since aggregate employment generally increases with growing population, the employment-to-population ratio is a measure that offers 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 involved directly in market-related activities, because they are either unemployed or (more likely) out of the labour force altogether.

The overall employment-to population ratio in 2019 was high (71.1 percent) with males at 85.9 per cent and females at 40.4 per cent (Table 4.2). However, the ratio marked an overall job loss (7 percentage points) from year 2017 to 2019, which was due to a decline of non-Emirati employed.

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[5]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 http://ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-byinternational-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm.

Table 4.2 Employment–population (15 years and over) ratio, by nationality and sex, 2017- 2019

Nationality	Both sexes			Male			Female			Change
	2017	2018	2019	2017	2018	2019	2017	2018	2019	
Ras Al Khaimah	78.1	75.7	71.1	80.3	89.2	85.9	34.1	41.2	40.4	- 7.1
Emirati	38.8	36.4	38.3	38.0	56.0	56.4	13.9	18.7	20.4	- 0.5
Non-Emirati	89.2	86.7	81.7	90.6	94.8	92.2	51.6	56.6	52.6	- 7.5

Note: The change refers to the difference of core employment-population ratio from 2017 to 2019

Table 4.3 shows the employment-to-population ratio by age groups and nationality. The ratio was higher for the age bound of 25-54 years for both nationalities. As expected, the biggest differences among Emirati and non-Emirati resulted for the lower (15-24 year) and upper (55-64 years) age bounds which can be explained by different societal standards for education for young Emirati and less need or willingness for market participation for Emirati older people.

Table 4.3 Employment-to-population ratio by age groups and nationality, 2019

Age groups	Ras Al Khaimah	Emirati	Non -Emirati
15-24	37.0	14.8	52.0
15-64	72.6	41.1	82.2
25-54	81.8	57.0	87.5
55-64	60.2	17.8	78.7

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 4.4 shows the percent 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 example, the branch of economic activity of a person does not depend on the specific duties or functions of the person's job, but on the characteristics of the economic unit in which this person works.

The results of 2019 LFS shows that the branches (sectors) employing the largest numbers of persons (Table 4.4) were manufacturing (19.5 per cent), followed by activities of households as employers (15.9 per cent), and public administration and defence (11.1 per cent).

Table 4.4 Employment by branch of economic activity

Percent 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	4.4	0.1	5.0
Mining and quarrying	0.9	4.2	0.4
Manufacturing	19.5	2.4	22.0
Electricity, gas, steam and air conditioning supply	0.6	0.8	0.6
Water supply; sewerage, waste management and remediation activities	0.4	0.4	0.4
Construction	6.6	0.1	7.6
Wholesale and retail trade; repair of motor vehicles and motorcycles	10.4	1.2	11.8
Transportation and storage	5.5	6.1	5.4
Accommodation and food service activities	3.0	-	3.4
Information and communication	0.5	2.8	0.2
Financial and insurance activities	1.7	4.3	1.3
Real estate activities	0.4	0.0	0.5
Professional, scientific and technical activities	4.7	0.4	5.3
Administrative and support service activities	3.0	1.5	3.2
Public administration and defence; compulsory social security	11.1	65.1	3.0
Education	4.0	7.2	3.5
Human health and social work activities	1.9	1.5	1.9
Arts, entertainment and recreation	0.3	-	0.3
Other service activities	4.5	-	5.2
Activities of households as employers; producing activities of household for own use	15.9	-	18.3
Not specified	0.7	1.8	0.5
Total	100.0	100.0	100.0

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 Ras Al Khaimah, 67.1 per cent of jobs were found in services, 28.0 per cent in industry and 4.4 per cent in agriculture. The share in services is, however, significantly higher for Emirati than non-Emirati (90.3 percent vs. 63.6 percent) and the share in agriculture is considerably lower for Emirati than non-Emirati (5.0 percent vs. 0.1 percent).

Table 4.5 Employment by major branch of economic activity, by nationality and sex, 2019

Major Branch of economic activity	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Agriculture	5.4	-	4.4	0.2	-	0.1	6.1	-	5.0
Industry	33.0	5.4	28.0	7.7	8.4	7.9	36.6	4.7	31.0
Services	61.1	93.3	67.1	90.9	88.7	90.3	57.2	94.4	63.6
Not Specified	0.4	1.3	0.6	1.1	2.9	1.6	0.3	0.9	0.4
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 4.6) is showing that in 2019, around 80 percent of employed Emirati were working for Federal and Local government. While the largest share for non-Emirati (71.7 per cent) was recorded in the private sector.

Table 4.6 Employment by type of economic activity sector, 2019

Percent 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)	20.3	82.0	11.0
Private Sector	63.2	6.9	71.7
Shared (government and private)	3.2	10.9	2.1
Private Household	12.2	-	14.0
Other	1.1	0.2	1.2
Total	100.0	100.0	100.0

Note: Figures exclude non-responses.

Income from employment[6] consists of the payments, in cash, in kind or in services, which are received by individuals, for themselves or in respect of their family members, as a result of their current or former involvement in paid or self-employment jobs. This type of income excludes those derived from other sources not related to employment such as property, social transfers, etc.

The LFS 2019 also collected data based on monthly wage groups, which shows significant earnings differentials among employed Emirati and Non-Emirati, as well as some gender disparities within each nationality group. While large shares of Emirati were receiving monthly incomes that reached up to 35,000 AED, for the employed Non-Emirati the situation is apparently different as 90 percent of their monthly incomes were up to 10,000 AED.

Table 4.7 Employed by monthly income from work groups, 2019

Percent distribution of employed aged 15 years and above, by monthly income group, by sex and nationality

Monthly Income from Work Group (In AED)	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<2,499	52.0	59.7	53.5	-	-	-	58.8	73.4	61.4
2,500 - 4,999	17.9	9.3	16.3	-	-	-	20.2	10.8	18.6
5,000 - 9,999	10.0	9.2	9.8	3.0	16.9	6.7	10.9	7.4	10.3
10,000 - 19,999	6.8	8.6	7.1	25.3	39.9	29.2	4.3	1.3	3.8
20,000 - 34,999	4.8	6.4	5.1	35.4	24.0	32.3	0.8	2.3	1.0
≥35,000	1.5	0.3	1.3	8.6	1.6	6.7	0.6	0.0	0.5
Not Stated	7.0	6.5	6.9	27.7	17.6	25.1	4.4%	4.8	4.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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[6] The term income from work refers to "employment-related income" adopted by the 16th ICLS, Resolution concerning the measurement of employment-related income (October 1998). It comprises the income related to paid employment and income related to self-employment.

4.4 Occupational structure

The distribution of occupations provides a way of judging the quality of employment. Occupation refers to the kind of work usually done by a person employed (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person. The LFS 2019 provides estimates on the occupational structure in terms of the correspondence to the International Classification of Occupations (ISCO-08) major groups: Armed forces occupations; Managers; Professionals; Technicians and associate professionals; Clerical support workers; Service and sales workers; Skilled agricultural, forestry and fisheries workers; Craft and related trades workers; Plant and machine operators and assemblers; Elementary occupations; Other occupations.

Figure 4.1 Employment by occupation, 2019
Percent share of employed persons aged 15 years and over by occupation
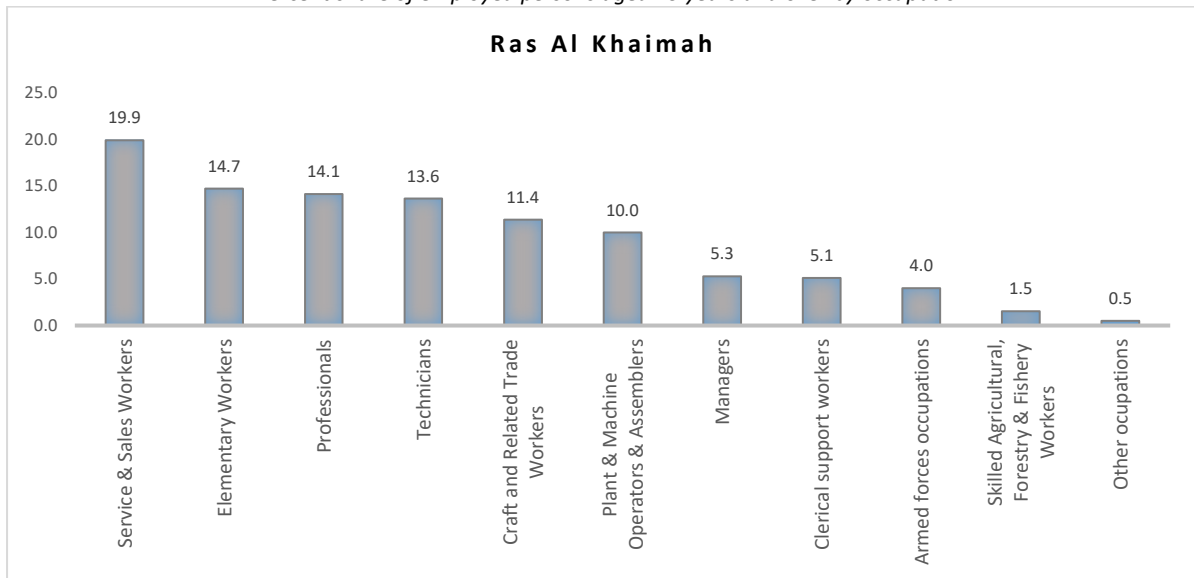
The share of occupations in RAK sorted from the largest to the smallest values, is characterised by a concentration of employment in the following professions: service and sales workers, elementary workers, professionals and technicians (Figure 4.1).

The occupational structure among Emirati is diverse from the one of the non-Emirati (Figure 4.2). The employed Emirati were mostly concentrated in the following professions: armed forces occupation, professionals, clerical support workers and service and sales workers, while there were no cases working in low skilled occupation agricultural and elementary workers. In comparison, among the non-Emirati, most people were working as service and sales workers, elementary workers, professionals and technicians.

Figure 4.2 Employment by occupation, by nationality
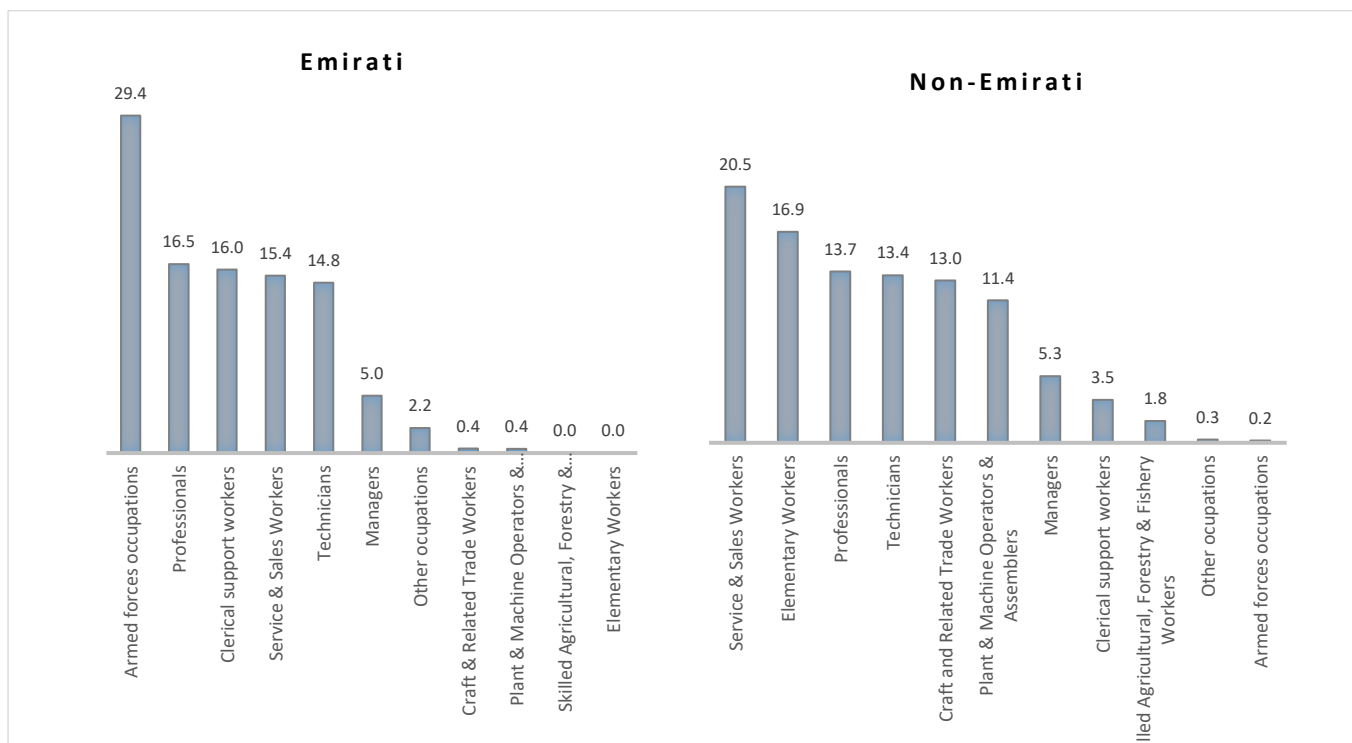
4.5 Status in Employment and Informal Employment

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 2019 data are collected to provide estimates on the following categories of the International Classification of Status in Employment (ICSE-93)[7]: employees; employers; own-account workers; contributing family workers[8]. The share of own-account workers and contributing family workers is identified by ILO as valuable and reasonable proxy to measure vulnerability in employment[9].

Table 4.9 shows the composition of the employed population by employment status in main (only) job. In 2019, the family workers and self-employed (vulnerable employment) occupied only 6.5 percent of the workforce in RAK. The employees and employers accounted for the remainder (93.5 percent), and such a high proportion of wage and according to ILO salaried workers could indicate an advanced economic development of the country (Table 4.9).

Almost all employed Emirati (98.4 per cent) were employees (have paid employment jobs), and thus more likely to have a decent work status and as a consequence, a more consolidated socio-economic position than employed non-Emirati. Indeed, there was a likelihood for vulnerability in employment among Non-Emirati than Emirati (7.3 percent vs 0.8 per cent).

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[7] ILO, International Classification of Status in Employment, ICSE-93, 15th ICLS, Geneva (January 1993), http://www.ilo.ch/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087562.pdf
[8] 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.
[9] 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

Table 4.8 Employment status in the main job, 2019

Percent distribution of the employed persons by status in employment and by nationality

Status in employment	Ras Al Khaimah	Emirati	Non -Emirati
Employees	88.7	98.4	87.3
Employers	4.8	0.8	5.4
Own-account worker	0.9	0.8	0.9
Contributing family worker	5.6	0.0	6.4
Total	100.0	100.0	100.0
Vulnerable employment share	6.5	0.8	7.3

Note: Vulnerable employment share comprises own account worker and contributing family worker. The two status in employment categories are suggested by ILO as a valuable and reasonable proxy to measure vulnerability in employment.
The figures presented in the table exclude non-responses.

Employment can also rather be formal or informal. The 2019 LFS data allows the measurement of informal employment in non-agricultural employment that within the frame of the international definitions, is defined in terms of the employment relationship of the employees in their main (or only) job. Such measure is incorporated in the SDG framework (SDG Indicator 8.3.1). The employment relationship is informal if, in law or in practice it is not subject to national labour legislation, social protection or entitlement to certain employment benefits (e.g. paid annual leave or sick leave, etc.) and may be found in the formal sector, informal sector or households[10].

Table 4.9 Informal employment in non-agricultural employment, Ras Al Khaimah 2019

Informal employment	Male	Female	Both sexes
Employed persons aged 15+	10.3	25.4	13.2

Note: The indicator is calculated following the operational criteria as per ILO recommendation to define informal jobs of employees include lack of coverage by the social security system, lack of entitlement to paid annual or sick leave, and lack of a written employment contract".

The share of employees that has no entitlement to certain employment benefits by their employers (e.g. paid annual leave or sick leave), in total non-agricultural employment in RAK was 13.2 per cent, and the share of women outnumbered that of male (25.4 per cent for female compared to 10.3 per cent for male).

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[10] ILO: Guidelines concerning a statistical definition of informal employment, Seventeenth International Conference of Labour Statisticians, Geneva, 2003

Box 3. Occupational gender segregation

Women are considered to be more concentrated than men in a particular sector or occupation if their employment in that occupation as a share of female's total employment is greater than men's employment in that particular occupation as a share of men's total employment. Large differentials between women's and men's shares of employment in specific occupation, suggest that women or men are highly overrepresented in that sector or occupation (ILO, 2016)[1]. Indeed, data shows that women were overrepresented in the occupations as elementary workers, clerical support workers, sales and service workers, professionals, and other occupations since these areas have had traditionally a greater total number of available jobs.

Figure 4.3 Employment by occupations and by sex, Ras Al Khaimah 2019
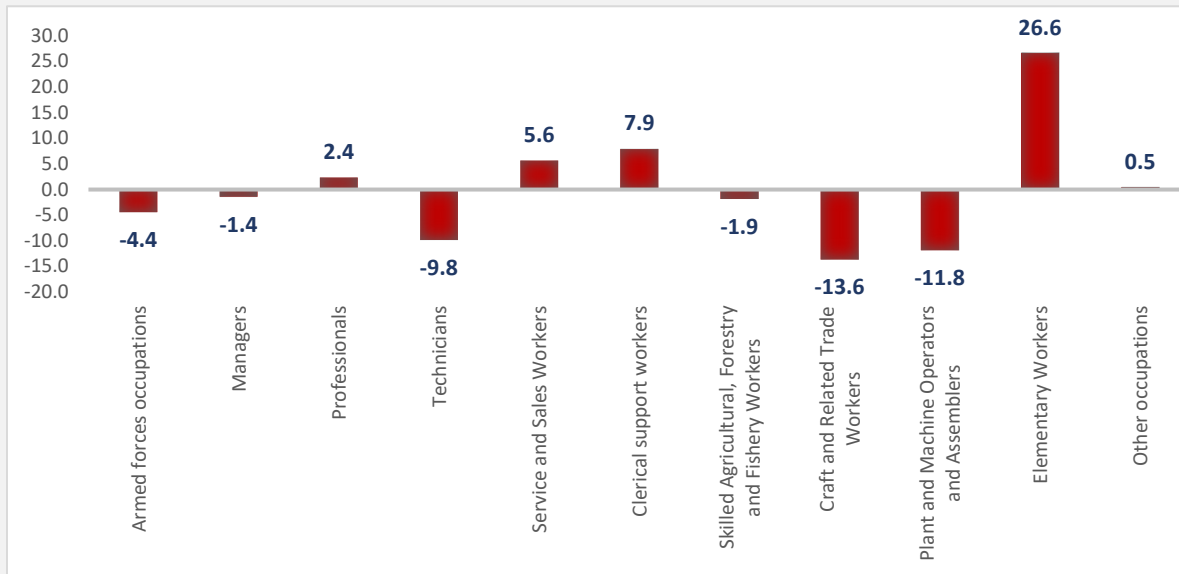
Note: The gender gap corresponds to the difference (female – male) in average shares of ISCO-08 major groups. The calculation of female/-male differentials by occupation uses group X (ISCO-08): "Share of persons employed in group X in total employment, female" minus "Share of persons employed in group X in total employment, male". A positive differential means that women tend to be concentrated in a specific occupation. A negative differential signifies the reverse.

Gender balance in senior and middle management is typically defined as 40-60 per cent of either gender, the same as in the general workforce. In 2019, women accounted only for 14.4 percent in managerial positions in RAK. It is to be noted, among a relatively gender-neutral position is observed (45.7 percent for female vs. 54.3 percent for male), while among the non-Emirati the gender disparity was quite marked.

Figure 4.4 Share of men and women in managerial positions, by nationality, 2019
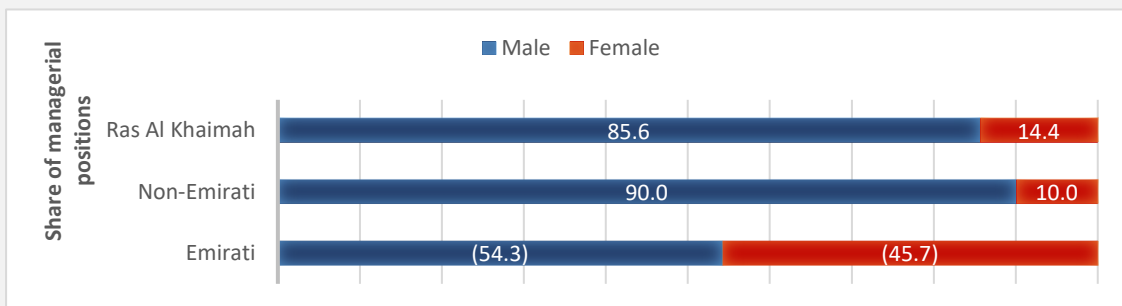
CHAPTER 5: Methodology

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 households. The major objective of the LFS is to estimate major labour force indicators according to key characteristics (i.e. age, sex, activity, occupation, sector of employment, education, etc.).

The 2019 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 presented in this report.

The data in this report was collected from a representative random sample of 1042 households (Emirati, non-Emirati and collective households) and 36 labour camps having 5231 individuals and living in all the Emirate.

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.

Occupations are classified according to the International Standard Classification of Occupations 2008 (ISCO-08) which is assigned as a four-digit code. The first digit classifies the major group: 1. Managers; 2. Professionals; 3. Technicians and associate professionals; 4. Clerical support workers; 5. Service and sales workers; 6. Skilled agricultural, forestry and fishery workers; 7. Craft and related trades workers; 8. Plant and machine operators, and assemblers; 9. Elementary occupations; 0. Armed forces occupations.

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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