

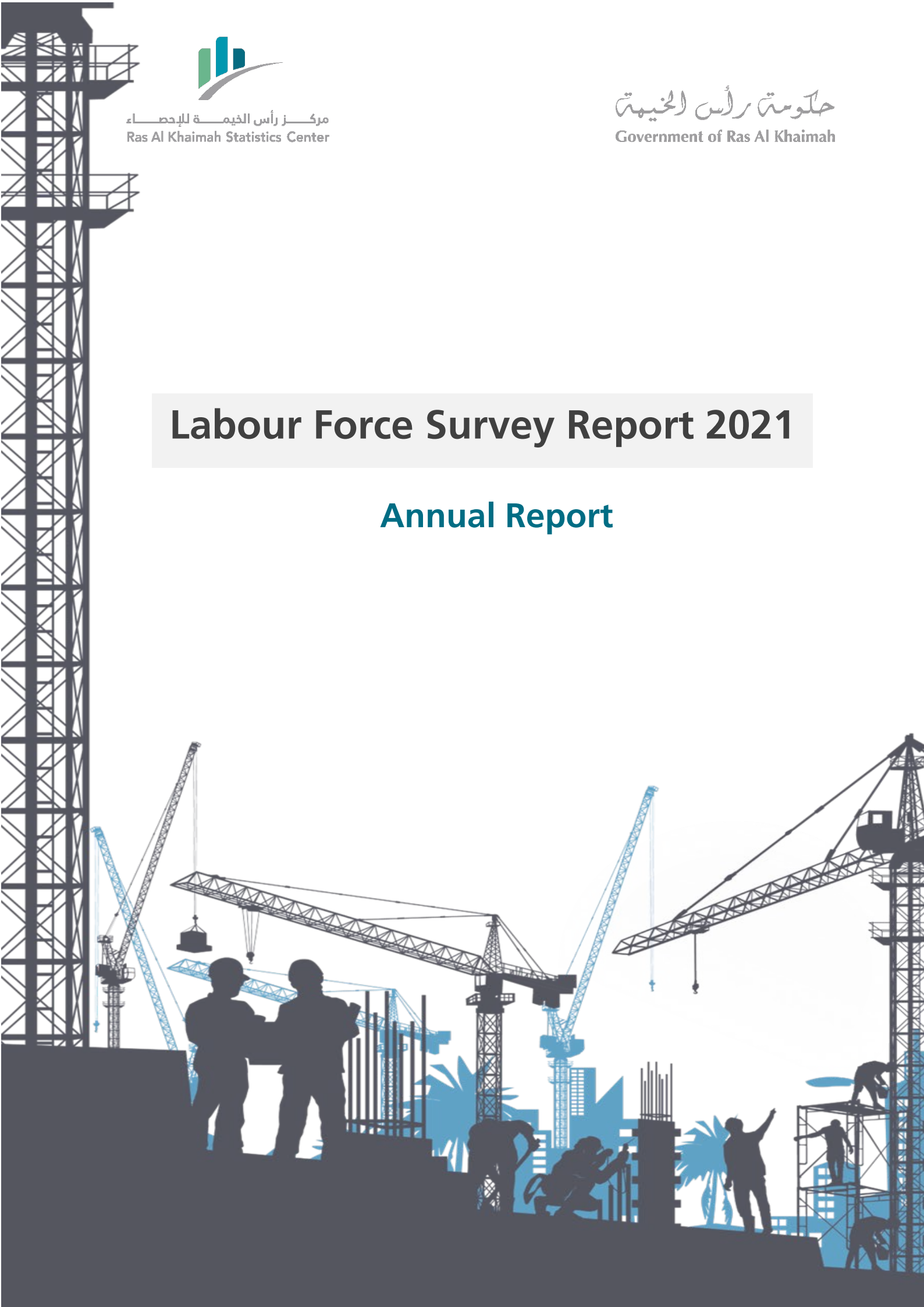


مركز رأس الخيمة للإحصاء
Ras Al Khaimah Statistics Center

حكومة رأس الخيمة
Government of Ras Al Khaimah

Labour Force Survey Report 2021

Annual Report



FOREWORD

Labour Force is the driving force 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, percentage of economic participation, dependency ratio, etc., in all sectors and socioeconomic activities in Ras Al Khaimah, which effectively contributes to fulfilment of economic and social development.

This report presents an overview of the main indicators of Ras Al Khaimah Labour Force Survey for 2021. The Labour Force Survey (LFS) is the largest annual household survey conducted by RAK Statistics Center (RAK SC) 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.

The results of the 2021 LFS show the characteristics of the employed and the unemployed, as well as of other key information on labour market trends that are disaggregated for Emirati nationals and non-Emirati nationals at a first instance and with additional breakdown by the main socio-demographic characteristics.

Efforts have been made by RAK Statistics Center to make this report a comprehensive and informative document for policymakers to draft 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.

RAK SC is pleased to present 2021 LFS Report, which highlights the official outcomes of the survey conducted in December 2021. The survey covers a sample of 1655 private and collective households and 58 labour camps, in a way that ensures representation of the entire emirate. This sample was based on the statistical framework available in the center.

This report contains the survey methodology and detailed tables of the outcomes of topics covered by the survey, which includes the demographic and socio-economic characteristics of population, with a special attention to the labour force to identify the economic activity of individuals, as well as unemployment ratios.

RAK SC is truly grateful to the sampled households, whom response had a significant role in the success of this survey, and to those who contributed to the success of this survey, whether inside or outside RAK SC, 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

In assessing the employment and unemployment status in Ras Al Khaimah Emirate (RAK), this report is drafted based on LFS data carried out by RAK SC in December 2021.

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 over at RAK level reached 88.5 percent, while the percentage of economically active females reached 49.1 percent.
- The percentage of working males out of the total male population of working age 15 years and over at RAK level reached 85.5 percent, while the percentage of working females reached 39.7 percent.
- The percentage of unemployed males out of the total labour force at RAK level reached 3.4 percent, while the percentage of unemployed females reached 19.2 percent.
- The revised economic activity 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 75.2 percent.
- The demographic dependency rate, i.e., the population under 15 years of age and the population 65 years of age and over, to the population aged (15-64) years, reached 29.6 percent.
- 2021 unemployment rate increased 1.3 percentage point and reached 6.9 percent, compared to 5.6 per cent in 2020, suggesting that a limited number of persons could not find a job in 2021.
- Economic participation of youth (15-24) years old was at 46.8 percent.
- Employment by major branch of economic activities: Services were significantly the most important sector of economic activity in RAK in terms of employment (61.8 percent), followed by industry (28.5 percent) and agriculture (9.2 percent).
- The employment status showed that almost all persons employed in RAK (99.1 percent) were either employees or employers, 99.0 per cent of employed Emirati and 99.1 per cent of employed non-Emirati were likely to have more job security due to their employment status.
- Employment by economic activity: The results showed that 81.5 per cent of employed Emirati are working in public sector, whereas 65.4 per cent of employed non-Emirati are working in private sector.



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CHAPTER 1: LFS Methodology

1.1 Introduction

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

The 2021 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.

RAK SC carried out the annual LFS of 2021 in the fourth quarter of 2021. The survey encompassed 1655 households (Emirati, non-Emirati, and collective households) across RAK and 58 labour camps. Household were chosen according to scientific sampling methods. This report contains results of the survey of representative sample across RAK, and it includes a description of the followed methodology of this LFS.

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:

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

3.1 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:

- **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:
 - 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.
 - Unemployed:** A person who is 15 years old and over, who is currently unemployed, and who is able to work, and seeking employment. An 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.

Persons outside the labour force:

All persons who are neither employed nor 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.

4.1 Preparation Phase

LFS's preparation phase included a set of overlapping and integrated processes to develop the action plan and timetable for the implementation of the plan, as well as providing all personnel required for timely implementation, and assignment of tasks and places for work. These tasks included developing conceptions and definitions, providing the survey documents (i.e., questionnaires and instructions of completion of such questionnaires), setting up the data processing system, including auditing and encoding system, developing electronic programs that audit and process data to clean errors and extract tables.

Staff, of various supervisory and executive levels, was selected based on a number of 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 overcome challenges. Due to COVID-19 circumstances, the data of private household were collected via phone through calls from the center, whereas the data of collective households and labour camps were collected through field visits.

5.1 Data Collection Method

The sample households were contacted, and the data was collected using tablets as follows:

- **Telephone interview:** communication with private Emirati and non-Emirati households is made via phone calls at the sampled unit. questionnaire data was filled through interviewing one member of the household.
- **Face to face interview:** Data of collective households and labour camps was collected by face-to-face interviews of respondents through field visits carried out to the sampled unit and the data was collected using tablets.

6.1 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.



7.1 Classifications Used in the Survey

- Economic activity encoding is classified according to the International Standard Industrial Classification of All Economic Activities, Rev. 4 (ISIC 4.0).
- Occupation encoding is classified according to the International Standard Classification of Occupations (ISCO-08).
- 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

2.1 Introduction

Information on the demographic characteristics of the household population from LFS 2021 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.

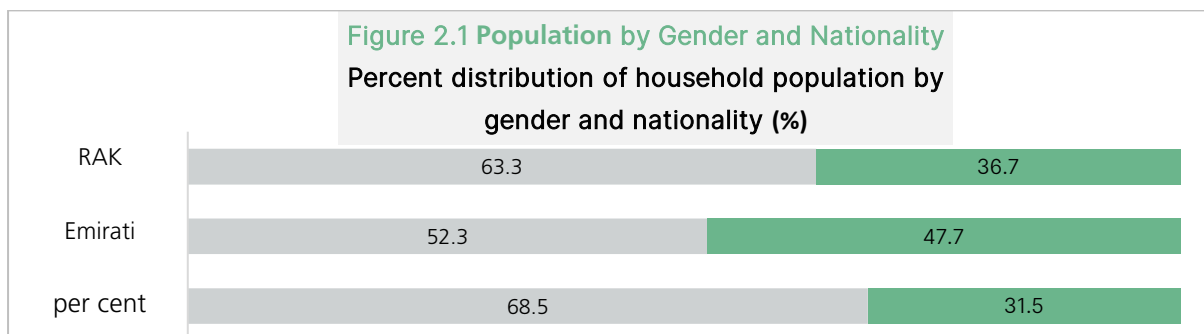
2.2 Population Distribution

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.

Private Household: A person or group, Emirati or non-Emirati, who live together in the same dwelling unit(s), or part of it, who acknowledge one adult head of the household, who share meals and spend together from the income of the head of household or from some of its members. Typically, there is a kinship linking most members of the same household.

The survey estimates (Figure 2.1) indicate that in 2021, the overall number of men to women was very high across RAK. The gender ratio was about 173 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 218 men for every 100 females, and this is due to the number of male expatriate workers who come to work in RAK.

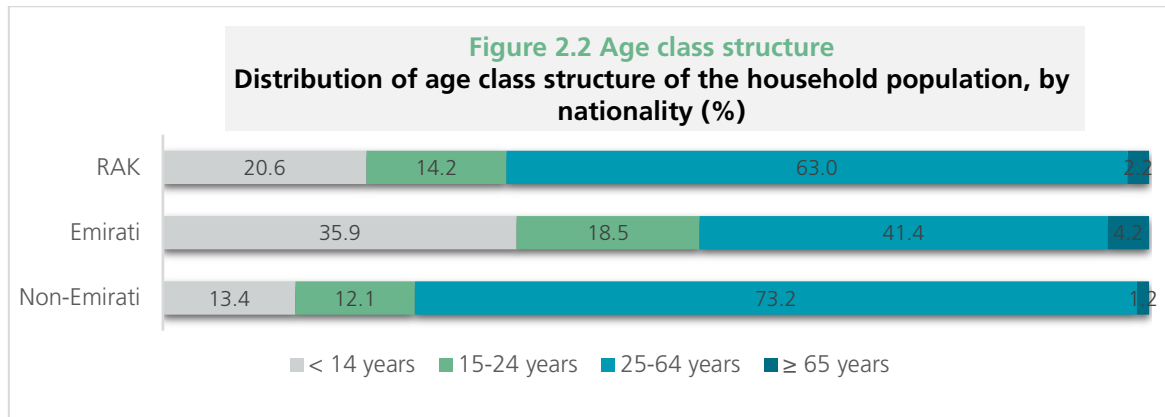
Figure 2.1 shows slight gender imbalance for Emiratis, (as the ratio was 110 males per 100 females).



Gender Ratio	
RAK	172.6
Emirati	109.8
Non-Emirati	217.7

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

Figure 2.2 shows the structure of the surveyed population age class and by nationality. As an overall observation, the age profile is greatly skewed toward youth, with nearly half of population (54.4 per cent) under the age of 25. The age distribution of Non-Emirati population was greatly skewed toward adult working age population structures of 25-64 years (73.2 per cent). While, 25.5 per cent of Non-Emirati were under 25 years, at the other end of the age spectrum, the elderly accounted only for 1.2 per cent. The data therefore show that majority of men migrate alone for work in RAK, as also confirmed by the low share of children 0-14 years (13.4 per cent) among this population.



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. 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 important variables for assessing the participation in labour force patterns. The LFS 2021 collected information from household. The survey included four different types of households: private households headed by Emirati national, private households headed by non-Emirati national, collective households (mainly non-Emirati workers sharing a dwelling and living arrangements without a head of household) and from labour camps (males or females shared place to live). The typical number of residents in labour camps forms a significant percentage of Non-Emirati residents, and such camps are supervised, managed and provided by the employers to Non-Emirati workers.

Table 2.1 combines information for private households headed by Emirati national and households headed by Non-Emirati national. The relationship with head of households is necessary to distinguish the household members in relation to the head or other reference member of the household. All de facto household members who are living with the household (usual residents) as well as guests of the

household who are usual residents of Ras Al Khaimah were recorded. The results indeed indicate for a soundly different composition for Emirati and Non-Emirati households.

Table 2.1 Relationship with head of household Distribution of private household population in relationship with the head of household, by nationality (%)		
Relationship to Household Head	Emirati private Household	Non-Emirati private Household
Head of Household	14.3	24.1
Husband / Wife	12.0	17.8
Son / Daughter	48.3	46.1
Father / Mother	1.0	1.4
Son-in-law/ daughter-in-law	2.0	1.7
Grandson / Granddaughter	3.5	3.3
Brother/ Sister	1.2	2.1
Grandfather / Grandmother	0.0	0.0
Father-in-law/ mother-in-law	0.1	0.0
Step-son/step-daughter	0.1	0.0
Other Kinship	0.7	2.3
Domestic Workers	16.7	1.1
Other	0.0	0.0
Total	100.0	100.0

According to Table 2.3, the vast majority of private households in RAK (91.7 per cent) were headed by a man while only 8.3 per cent were headed by a woman. The results also suggest that 5.2 per cent of for private Non-Emirati households are headed by a woman.

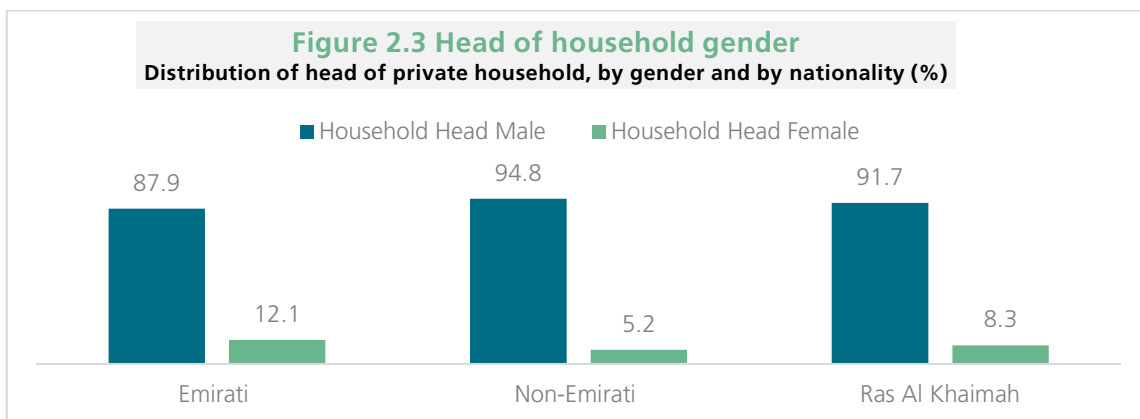
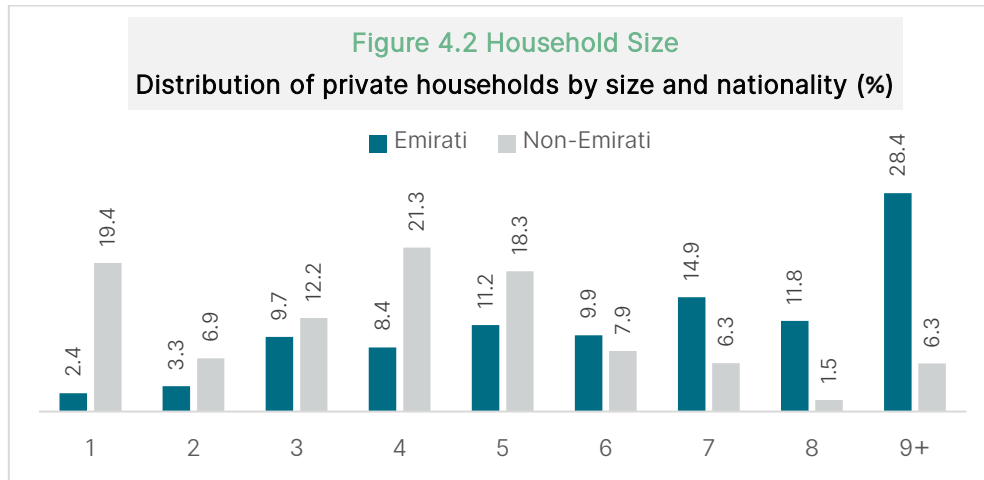
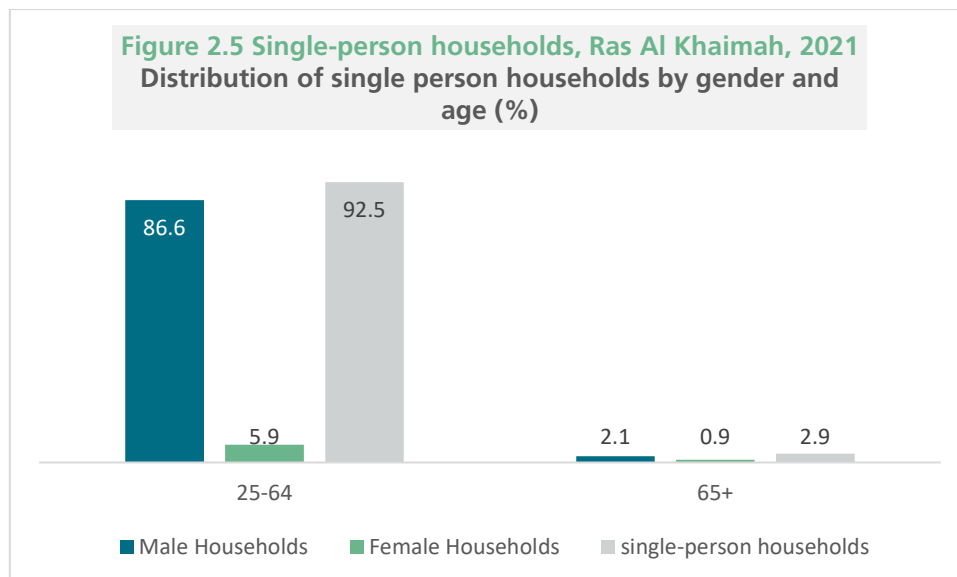


Figure 2.4 describes private households distribution indicator and is based on the composition of the household in terms of the number of members (household size) by nationality. The figure shows a significant difference in the size of the Emirati private household compared to the non-Emirati private household, as the results showed that the typical Emirati private household consists of 9 members or more and reached 28.4%, while the typical non-Emirati families (21.3%) consist of four members.



With regard to single-person households, 92.5 per cent of them were composed of individuals in the age group 25-64 years (Figure 2.5). Furthermore, men recorded a largely higher number (93.3 per cent) of people living alone for all age groups compared to women (only 6.8 per cent).



2.4 Marital status of surveyed population

Marriage patterns of the surveyed population are also of interest because marital status and participation in labour force are often interrelated. Of the total population aged 15 years or older living in RAK, the married accounted for 66.7 per cent and the never married for 30.1 per cent (Table 2.2).

Nearly above half of the Emirati nationals reported to be married, while 41.1 per cent were never married, followed by those divorced or widowed at 6.4 per cent.

There are some gender differences observed: the proportion of single men was higher than for single women (43.4 vs. 38.7 per cent), on the other hand, the share of divorced and widowed women is higher compared to men (9.8 vs. 3.3 per cent respectively).

Among the Non-Emirati aged 15 years or older, the results showed that 71.7 per cent are married, 26.3 per cent are never married.

Table 2.2 Marital status, 2021									
Per cent distribution of household population aged 15 +, by marital status, nationality and gender									
Marital Status	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both genders	Male	Female	Both genders	Male	Female	Both genders
Single	27.7	34.9	30.1	43.4	38.7	41.1	23.8	32.6	26.3
Married	71.3	57.7	66.7	53.2	51.6	52.4	75.8	61.4	71.7
Engaged	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.1
Divorced/separated	0.6	3.6	1.6	2.0	4.2	3.0	0.2	3.3	1.1
Widowed	0.4	3.8	1.5	1.3	5.6	3.4	0.1	2.7	0.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

2.5 School Attendance and Educational Attainment

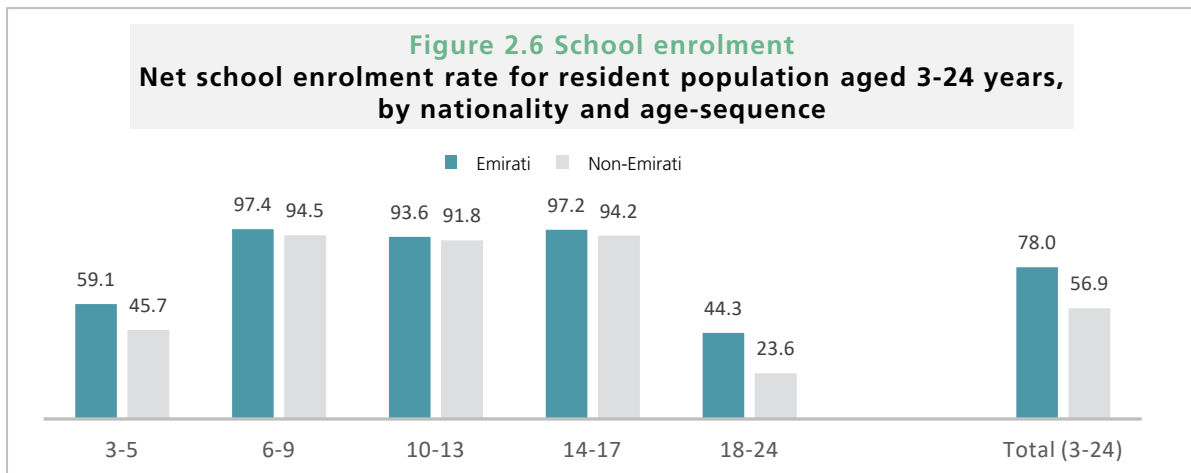
Access to quality education is fundamental for the economic development of RAK. Educational attainment is a measure of knowledge and skills, the higher the level of attainment the greater the knowledge and skills or human capital accumulation in relation to labour market performance.

The LFS 2021 results showed that at Emirate level, 67.4 per cent of population aged between 3 and 24 years were enrolled in an educational institution. The results show that 96.0 per cent of individuals between 14 and 17 years are enrolled in an educational institution, whether public or private, while 31.1 per cent of individuals between 18 and 24 years old are enrolled in an educational institution (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. However, the overall GPI resulted 1.2 (thus higher than 1), that was due to the difference observed among those aged 18-24 years that join an advanced educational institution (43.2 per cent for females and 23.3 for makes) Table 2.3.

Table 2.3 School enrolment Net school enrolment rate for resident population aged 3-24 years, by gender and age-sequence				
GPI	Male	Female	Both genders	Age-group
0.9	54.1	50.8	52.6	3-5
1.0	96.5	95.9	96.2	6-9
1.0	92.7	92.9	92.8	10-13
1.0	95.1	96.8	96.0	14-17
1.9	23.3	43.2	31.1	18-24
1.2	62.5	73.5	67.4	Ras Al Khaimah

Moreover, looking at the enrolment by nationality, we find that the Emirati population aged 3 to 24 years was more likely to enrol in an educational institution and have formal education than the Non-Emirati (78.0 per cent and 52.4 per cent respectively) and this is especially true for the age-groups of young children aged 3 to 5 and those aged 18 to 24.



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 25 years and over. Education attainment is classified according to the International Standard Classification of Education (ISCED 2011).

Table 2.4 presents the educational attainment of individuals aged 25 years and over and shows that only 8.2 per cent of RAK population had no formal education, i.e., are not enrolled in any educational

institution, while 6.6 per cent were illiterate. Around 17.0 per cent of people residing in RAK, had completed a university-level education and obtained Bachelor degree or higher. The results also shows that the proportion of women who completed their university education was higher than of men at both, Emirati and non-Emirati levels. Illiteracy was slightly higher for Non-Emirati than for Emirati, yet such proportion was higher for Emirati women compared to men.

Table 2.4 Educational attainment Distribution of highest level of schooling completed, of resident population aged 25 +, by gender and nationality (%)									
Level of education	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both genders	Male	Female	Both genders	Male	Female	Both genders
A. Literate									
No formal education	6.9	10.6	8.2	3.8	2.5	3.2	7.7	15.9	10.2
Primary	18.4	15.3	17.3	18.4	15.6	17.0	18.4	15.0	17.4
Lower secondary	24.8	14.5	21.2	17.7	13.8	15.8	26.9	15.0	23.4
Upper Secondary	23.7	26.6	24.8	35.2	32.3	33.8	20.4	22.9	21.2
Post-secondary non-tertiary	5.7	3.5	4.9	4.5	4.0	4.3	6.0	3.2	5.2
Bachelor or equivalent	11.2	20.1	14.3	13.8	21.2	17.4	10.4	19.3	13.0
Higher diploma/Master/Doctorate	2.6	3.1	2.7	3.5	3.1	3.3	2.3	3.1	2.5
B. Illiterate	6.7	6.3	6.6	3.0	7.4	5.1	7.8	5.6	7.2
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) **Advanced** that comprises: University, Master or equivalent level and Doctoral or equivalent level.

CHAPTER 3: Working Age Population

3.1 Introduction

The statistics presented in this chapter are used to outline the composition and involvement of RAK 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 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 LFS results estimated that the at Emirate level, 79.4 per cent people are likely ready and capable of work (Table 3.1), of which 26.0 per cent were Emirati and 74.0 per cent were Non-Emirati. Comparisons based on nationality, indicate that six out of ten Emirati (64.1 per cent) and nearly 9 out of ten Non-Emirati (86.6 per cent) were in working age. Men were dominating this population, which was attributable to the large presence of expatriate males.

The youth aged 15 to 24 years, make up 17.9 per cent of total working age population aged 15 and over residing in RAK, with a higher share of young Emirati compared to the Non-Emirati: 28.9 per cent and 14.0 per cent respectively.

The overall age dependency ratio of 29.6 per cent indicates that, in economic terms, the burden caused by non-working people on the working-age population, is alleviated by the large presence of Non-Emirati that are in the working age. In point of fact, the age structure of Emirati nationals, which leads to a high dependency ratio – nearly 67 persons in the less-productive (young and old) ages per 100 persons in the more productive ages - is counterbalanced by the low age dependency ratio for Non-Emirati nationals, which is of 17.2 per cent.

Table 3.1 Working age population
Share of the working age population by nationality and gender

Working-Age Population	Emirati	Non Emirati	Ras Al Khaimah
Aged 15 + *	64.1	86.6	79.4
Male Aged 15 +	51.2	71.6	66.3
Female Aged 15 +	48.8	28.4	33.7
Youth (15- 24 years)**	28.9	14.0	17.9
Age Dependency ratio***	66.8	17.2	29.6

In percentage

*Percentage of persons aged 15+ out of total population /Emirati/Non-Emirati.

** Percentage of young people 15-24 out of total working age population 15+ /Emirati/Non-Emirati.

*** The dependency ratio is an age-population ratio of those typically not in the labour force (the dependent part ages 0 to 14 and 65+) and those typically in the labour force (the productive part ages 15 to 64).

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 persons who are neither employed nor unemployed, that is, persons 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, 48.9 per cent and 84.4 percent, respectively. The differences are also clear with regard to the economically inactive persons (outside the economic activity), with 51.1 per cent for Emiratis, 15.6 for non-Emiratis.

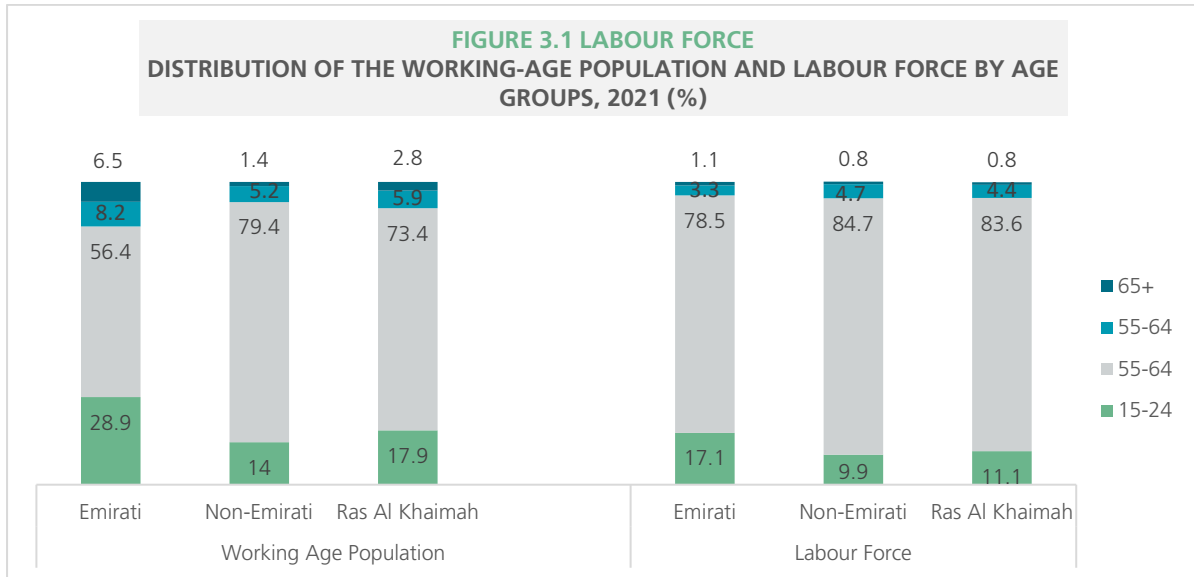
Table 3.2 Economic activity status
Share of population aged 15 years and over by economic activity status, by nationality and gender (%)

Nationality	Gender	Labour Force (Active) (%)	Outside Labour Force (%)	Total Population 15+ (%)
Ras Al Khaimah	Males	88.5	11.5	100.0
	Females	49.1	50.9	100.0
	Both genders	75.2	24.8	100.0
Emirati	Males	64.6	35.4	100.0
	Females	32.5	67.5	100.0
	Both genders	48.9	51.1	100.0
Non-Emirati	Males	94.5	5.5	100.0
	Females	59.0	41.0	100.0
	Both genders	84.4	15.6	100.0

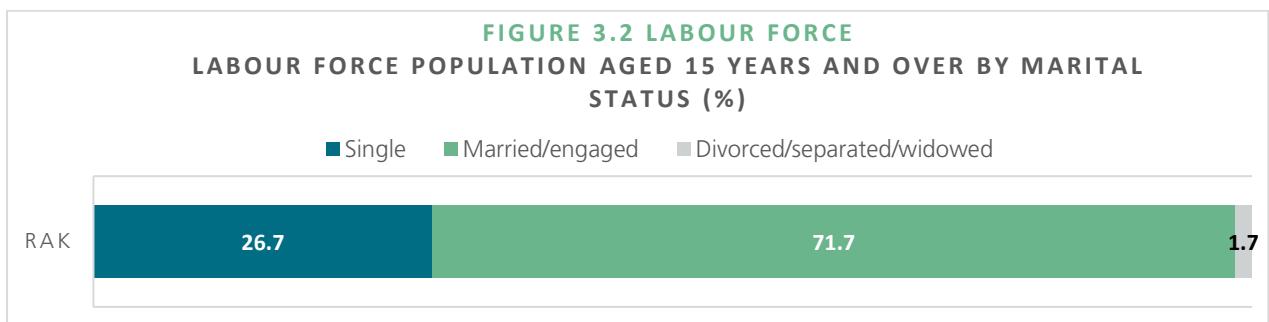
3.3 Labour Force and Unemployment

- **Labour force**

There are differences in the share of youth, older persons (aged 24 to 54) and seniors (aged 65 and above) both in the working-age population and in the labour force, among Emirati and Non-Emirati. For those aged from 25 to 54 in labour force, the Non-Emirati share is higher than Emirati one (84.7 per cent vs. 78.5 percent).

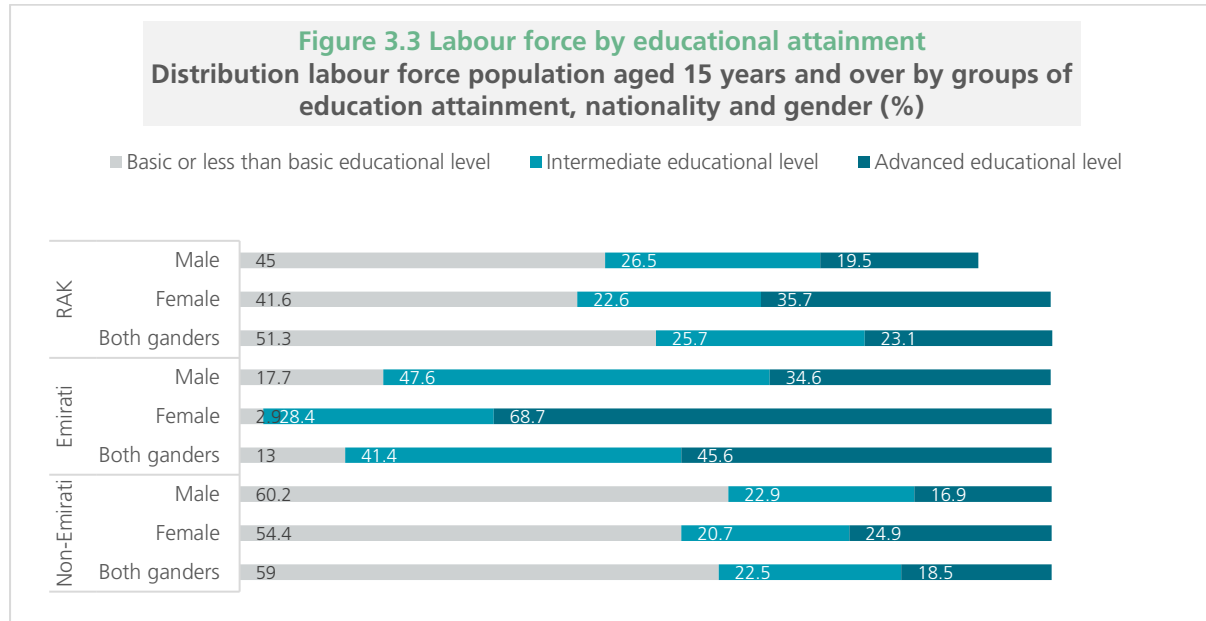


In terms of the marital status, the data indicated that the majority of economically active persons are married with almost 72 per cent of the total labour force (Figure 3.2).



The distribution of the labour force by level of educational attainment is provided in Figure 3.3. While nearly 1 out of ten Emirati workforce had no higher than basic education (13.0 percent), there were 6 out of ten Non-Emirati workforce (59.0 percent) with the same status. However, the share of the labour force people having completed an advanced education level is nearly 27 per cent higher for Emirati compared to non-Emirati (45.6 per cent and 18.5 per cent respectively).

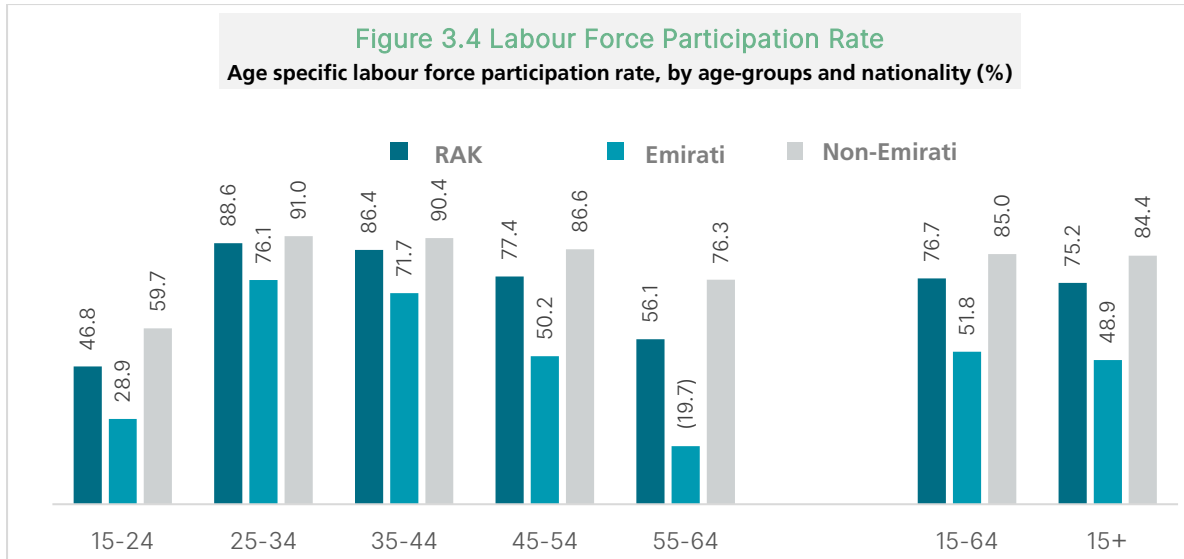
Moreover, the data revealed gender differences in the educational level of women and men in the workforce. This is especially applicable for the Emirati: 68.7 per cent of the women had an advanced educational level, while the majority of men in the workforce had an intermediate educational level.



The level of labour market activity is typically measured by the labour force participation rate (LFPR) that is defined as the ratio of the labour force to the working age population, expressed in percentage. The LFS 2021 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 (75.2 per cent) (Figure 3.4).

Looking at the figures by nationality, there is a distinct difference among Emirati and Non-Emirati population 15 years and over. The Non-Emirati, were to a greater extent more actively engaged in the labour market than Emirati counterparts (84.4 per cent and 48.9 per cent respectively). Such a high percentage for Non-Emirati is attributable to the fact that the majority of them are migrant workers, who 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 25-34 years at 91.0 per cent. For Emirati, the curve reaches a peak in the same age group (at 76.1 per cent).



Note: Figures in parentheses in the graph are based on 25-49 cases in the sample

During the period from 2018 to 2021, there was a decrease in the overall LFPR, by 3.3 (Table 3.3). However, in 2021 relative to the previous years, LFPR for Emiratis of both genders increased 7.5 per cent and decreased for non-Emiratis alone. The gender differences remain significant, as the LFPR is lower for women than for men for Emiratis and non-Emiratis.

Table 3.2 Labour force participation rate trends, 2018-2021
LFPR of population aged 15 years and over, by gender and nationality

Nationality	Male				Female				Both genders				Change*
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021	
Ras Al Khaimah	91.2	87.2	91.0	88.5	45.9	46.4	48.0	49.1	78.5	74.0	77.7	75.2	-3.3
Emirati	61.0	60.0	66.6	64.6	23.7	28.0	30.0	32.5	41.4	43.9	47.9	48.9	+7.5
Non-Emirati	96.1	93.1	96.5	94.5	61.1	57.5	61.7	59.0	88.8	83.6	88.2	84.4	-4

▪ 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.

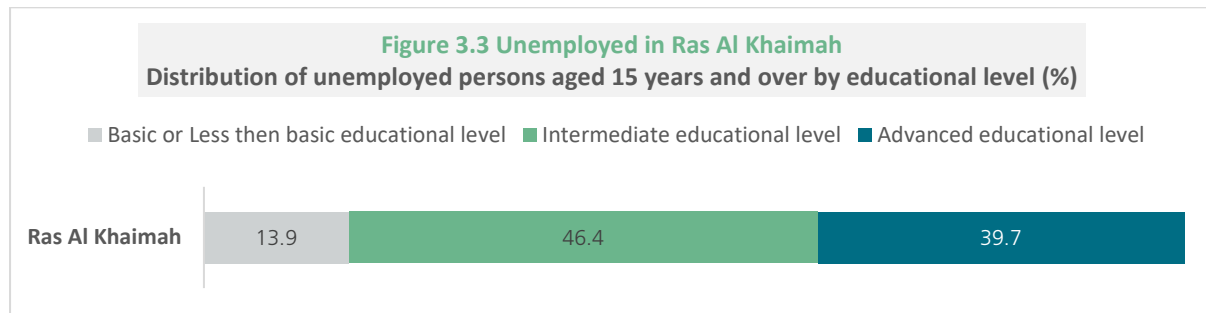
Unemployment indicates about the unsatisfied supply of labour in RAK. The unemployment rate is considered one of the main labour market measures and it is incorporated in the SDG framework (SDG Indicator 8.5.2).

LFS 2021 results indicate that the overall unemployment rate, i.e., the proportion of the persons in the labour force that are unemployed, was at 6.9 per cent in 2021 (Table 3.4). The data also indicate for a pattern of unemployment in rise since 2020 (by 1.3 percent), which may be due to the spread of the COVID19 pandemic, which affected unemployment rate at the Arab and global levels.

As expected, women in the labour force were more likely to be unemployed than men counterparts. The gender gap was nearly 16 percentage point female unemployment rate was 19.2 percentage point compared to male unemployment rate of 3.4 percent. The gender gap may be due to more women willing to enter the labour market and are searching for jobs, especially in light of the increased number of women obtaining university degree.

Ras Al Khaimah	Male				Female				Both genders				Gender Gap
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021	
	2.2	1.6	3.3	3.4	10.2	12.8	15.7	19.2	3.3	3.9	5.6	6.9	15.8

Among the unemployed people in RAK, the largest share was for those with an intermediate educational level (46.4 per cent) (Figure 3.3). Yet, 39.7 per cent of those who found themselves unemployed had an advanced educational level.



▪ Labour force participation and unemployment of women and youth

The gender differences in LFPR: it is clearly shown that there are significant gender differences underlying LFPR at the Emirate level due to the activity rate that is significantly lower for women than for 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.

Age groups	Male	Female	Both genders	Gender Gap
15-24	58.5	30.2	46.8	28.3
25-34	97.7	69.6	88.6	28.1
35-44	97.7	58.3	86.4	39.4
45-54	93.5	40.6	77.4	52.9
15-64	89.8	50.7	76.7	39.1

*Gender gap: It is the gap measured by the difference between the labour force participation rates of males and females.

Youth in the labour force: LFPR of young people aged 15-24 in RAK was 58.5 per cent, compared to 88.5 per cent 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 (80.9 per cent) to continue their education (see Table 3.9).

Table 3.6 Youth labour force participation rate by gender, compared with total, Ras Al Khaimah 2021			
Age groups	Male	Female	Both genders
Youth (15–24 years old)	58.5	30.2	46.8
Total working-age population (15+ years old)	88.5	49.1	75.2

Youth unemployment: Unemployment and lack of job opportunities negatively affect the society, especially youth. Tackling it is important, as youth unemployment in 2021 was 17.8 with an increase of 1 per cent compared to 2020 (16.8 per cent). In line with the global tendency, youth unemployment rate is higher than that of adults: in 2021, overall youth unemployment rate was two times and half the general unemployment rate (Table 3.7).

Table 3.7 Youth unemployment rate compared with total, Ras Al Khaimah 2021	
Age groups	Ras Al Khaimah
Youth (15–24 years old)	17.8
Total working-age population (15+ years old)	6.9

3.4 Population Outside the Labour Force

The population outside the labour force is a sub-group of the working age population (15 years old and over). Persons outside the labour force are those called inactive. They are jobless and are neither employed nor unemployed, i.e., not available for work or looking for work. The common reasons for being outside the labour force are: 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 2021 was estimated at 24.8 per cent at RAK level with significant differences for the Emirati and the Non-Emirati population (51.1 per cent and 15.6 per cent respectively) (see Table 3.2 above).

Furthermore, and in line with global trends, inactivity rate was considerably higher for women than for men. Slightly over half of the working-age women were not in the labour force (50.9 per cent) compared to only 11.5 per cent of the working-age men, reflecting thus a strong gender pattern for being inactive, that is potentially linked to societal gender roles (as shown in Table 3.2 above). The

highest share of population outside the labour force in RAK, was made up of people who were not working because of carrying out domestic tasks (35.4 percent) followed by retirement, unwilling to work, could not find suitable work, reaching 65 of age and over, disability or illness (33.0 percent), (Table 3.8).

Reasons for being outside labour force	Male	Female	Both genders
Domestic tasks	1.7	50.4	35.4
Student	47.2	24.7	31.6
Other*	51.0	25.0	33.0
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 gender and age of the person. Strong gender differences were also observed: among inactive women, nearly half of them (50.4 per cent) were engaged in domestic tasks, whereas inactive men tend to be under category "Other" (51.0 per cent) or full-time student (47.2 percent) (Table 3.8). Over half of those economically inactive (60.7 per cent) 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 (80.9 per cent) (Table 3.9).

Reasons for being outside labour force	15-24 years old	25-64 years old
Domestic tasks	4.9	60.7
Student	80.9	1.1
Other*	14.2	38.2
Total	100.0	100.0

CHAPTER 4: Employment

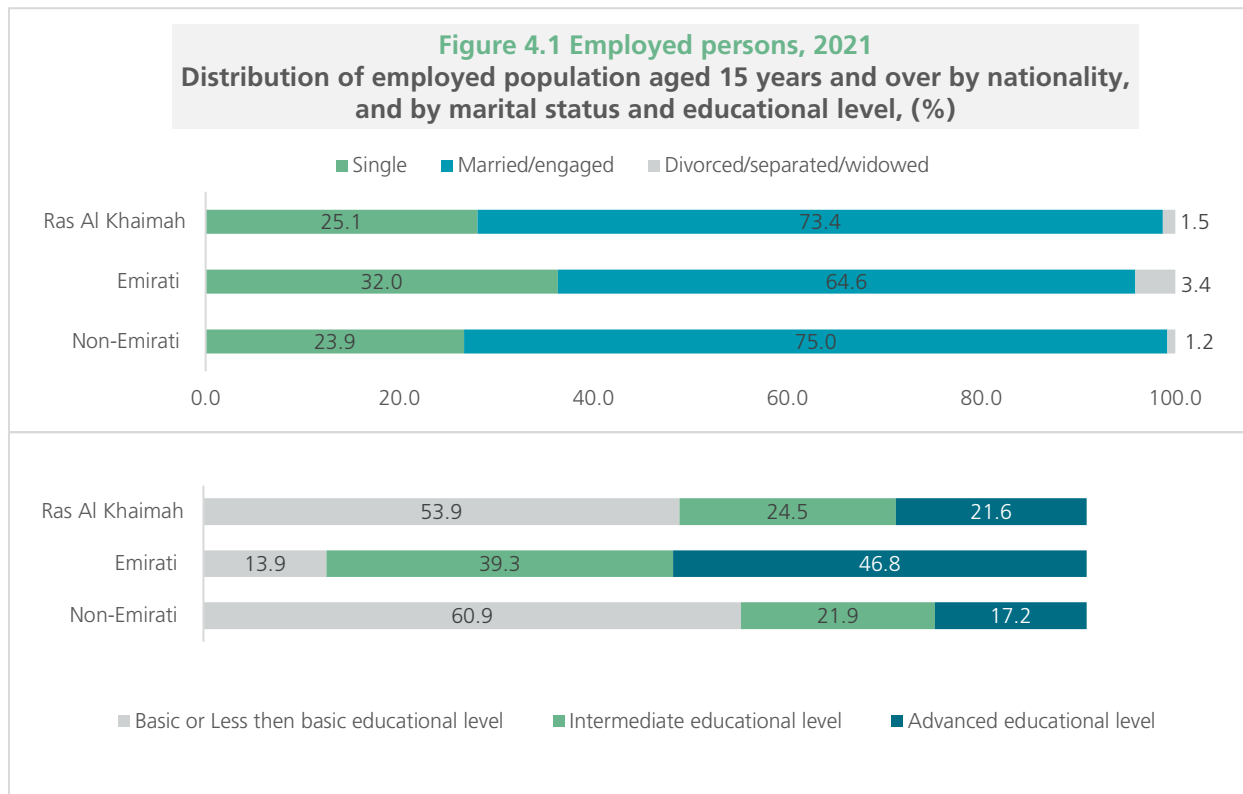
4.1 Introduction

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 2021, seven out of ten employed persons in Ras Al Khaimah were married (73.4 per cent), and nearly only one-fourth of them were single (25.1 percent).

The access to employment is linked with the educational attainment. In 2021, there were more highly educated people among employed Emirati (46.8 percent) with an advanced educational level, compared to the Non-Emirati (17.2 percent). 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 proportion of a country's working-age population that is employed. A high overall ratio is typically considered positive, since it shows that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not, because they are either unemployed or (more likely) out of the labour force altogether.

The overall employment-to-population ratio in 2021 was 70.0 per cent: 40.1 per cent of Emirati were involved directly in market-related activities compared to a higher ratio of 80.6 per cent relative to Non-Emirati (Table 4.1). Furthermore, major gender differences were observed: the ratio for men was as double as that of women (85.5 per cent 39.7 per cent respectively).

It was observed that the employed-to-population decreased by 5.7 per cent compared to 2018, due to a decline of employment rate for Non-Emirati (6.1 per cent). However, the Emirati men and women employment ratio has risen slightly in the past years.

Nationality	Male				Female				Both genders				Change*
	2018	2019	2020	2021	2018	2019	2020	2021	2018	2019	2020	2021	
Ras Al Khaimah	89.2	85.9	88.0	85.5	41.2	40.4	40.5	39.7	75.7	71.1	73.3	70.0	(5.7)
Emirati	56.0	56.4	61.3	59.4	18.7	20.4	19.5	19.8	36.4	38.3	40.0	40.1	3.7
Non-Emirati	94.8	92.2	94.1	92.0	56.6	52.6	56.4	51.6	86.7	81.7	85.1	80.6	(6.1)

The employment-to-population ratio by age groups and nationality is presented in Table 4.2. The data indicates that 58.6 per cent of Emirati and 86.3 per cent for Non-Emirati at the age group of 25-54 were employed. However, the most notable difference between Emirati and Non-Emirati 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.

Age groups	Ras Al Khaimah	Emirati	Non –Emirati
15-24	38.7	17.3	54.2
25-54	80.8	58.6	86.3
55-64	54.2	19.0	73.7
15-64	71.4	42.4	81.1

3.4 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 categorised according to the characteristics of the economic unit in which this person works, regardless of the specific duties or functions of the person's job.

The results of LFS 2021 indicate that the branches (activities) employing the largest numbers of persons at the Emirate level (Table 4.3) were: Activities of households as employers (14.8 percent), followed by construction (14.3 percent), then wholesale and retail trade (13.7 percent).

Table 4.3 Employment by branch of economic activity, RAK, 2021 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	9.2	0.1	10.7
Mining and quarrying	0.9	4.8	0.2
Manufacturing	12.4	2.0	14.3
Electricity, gas, steam and air conditioning supply	0.6	2.0	0.3
Water supply; sewerage, waste management and remediation activities	0.2	0.1	0.2
Construction	14.3	0.2	16.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	13.7	2.8	15.6
Transportation and storage	3.9	2.2	4.2
Accommodation and food service activities	4.0	0.3	4.7
Information and communication	0.6	1.8	0.4
Financial and insurance activities	0.6	2.7	0.3
Real estate activities	0.6	0.4	0.6
Professional, scientific and technical activities	1.0	0.3	1.2
Administrative and support service activities	1.7	0.7	1.9
Public administration and defence; compulsory social security	12.4	67.9	2.7
Education	2.7	5.9	2.1
Human health and social work activities	2.5	3.4	2.4
Arts, entertainment and recreation	0.9	0.2	1.1
Other service activities	2.3	0.2	2.7
Activities of households as employers; producing activities of household for own use	14.8	0.2	17.3
Not specified	0.6	2.0	0.3
Total	100.0	100.0	100.0

Employed population (aged 15+) are divided into three broad sectors of economic activity: Agriculture, Industry and Services allows the monitoring of the labour flow concentration in each of the above

categories. In RAK, 61.8 per cent of jobs were found in services, 28.5 per cent in industry and 9.2 per cent in agriculture (Table 4.4). The share in services is, however, significantly higher for Emirati than Non-Emirati (89.0 vs. 57.1 percent) and the share in industry and agriculture is considerably lower for Emirati than Non-Emirati.

Table 4.4 Employment according to major branch of economic activity, by nationality and gender, RAK, 2021

Major Branch of economic activity	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both genders	Male	Female	Both genders	Male	Female	Both genders
Agriculture	11.3	0.1	9.2	-	0.3	0.1	13.1	-	10.7
Industry	34.6	2.5	28.5	9.4	7.9	9.0	38.7	1.3	31.8
Services	53.6	96.5	61.8	89.2	88.2	89.0	47.9	98.5	57.1
Not Specified	0.5	0.9	0.6	1.4	3.7	2.0	0.3	0.2	0.3
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 2021, 81.0 per cent of employed Emirati were working for Federal and Local government. The remaining 19.0 per cent were working in private sector, shared sector and other institution sectors. For Non-Emirati (65.4 per cent) the largest share, as expected, was recorded in the private sector. Nearly a fifth (17.3 per cent) of Non-Emirati were working in private household.

**Table 4.5 Employment by type of economic activity sector, RAK, 2021
Distribution of the employed persons aged 15 years and over by type of economic activity sector and nationality (%)**

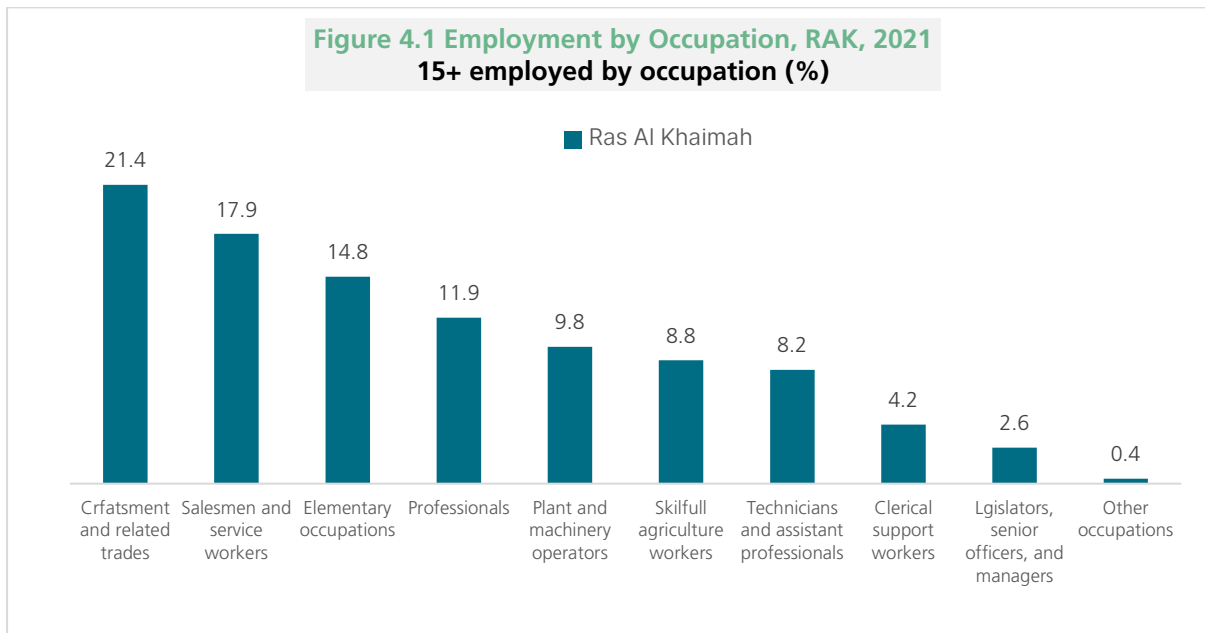
Type of economic activity sector	Ras Al Khaimah	Emirati	Non -Emirati
Government (Federal & Local)	19.0	81.0	8.1
Private sector	56.9	8.2	65.4
Shared (Government and Private)	2.6	10.0	1.3
Private Household	14.8	0.2	17.3
Other	6.8	0.6	7.9
Total	100.0	100.0	100.0

4.4 Employment by Occupation

The structure 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 required to be done if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person. The LFS 2021 provides estimates on the occupational structure in terms of the correspondence to the International Classification of Occupations (ISCO-08).

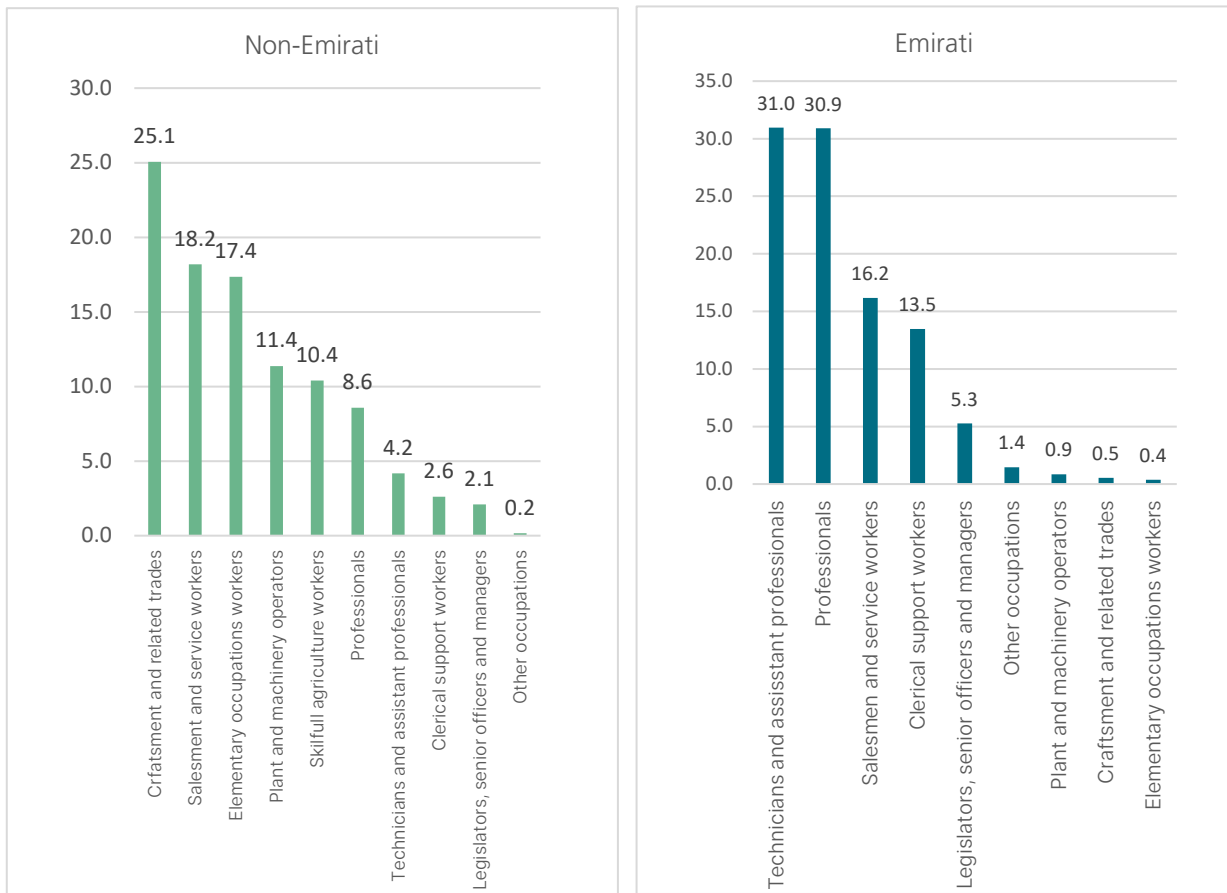
Major groups: Legislators, Senior Officers and Managers; Professionals; Technicians and assistant professionals; Clerical support workers; Salesmen and service workers; Skilled agricultural, forestry and fisheries workers; Craftsmen and related trades; Plant and machine operators and assemblers; Elementary occupations; Other occupations.

The proportion of occupations in RAK, is sorted from higher-to-lower values, and characterized by heavy tendency towards craftsmen and related trades (21.4 percent) (Figure 4.1).



The occupational structure among Emirati is different from the one of the non-Emirati (Figure 4.2). The employment of Emirati was mostly concentrated on highly skillful 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-Emirati, 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.

Figure 4.2 Employed Persons by Occupation and Nationality, RAK, 2021



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 2021 data enable estimates on the following categories of the International Classification of Status in Employment (ICSE-93): paid employee; employers; own-account workers; contributing household workers. The share of own-account workers and contributing household workers is identified by ILO as a reasonable proxy to measure vulnerability in employment.

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

Almost all employed Emirati and Non-Emirati (98.5 and 96.6 per cent respectively) were employees and employers, and thus are likely to have more job security and as a consequence, a more consolidated socio-economic position. The contributing household workers and own-account workers



(identified as vulnerable employment) constituted only 1.0 per cent of the total labour force in RAK, showing that the likelihood for vulnerability in employment was fairly low in the Emirate.

Table 4.6 Employment status, RAK, 2021			
Distribution of the employed persons by status in employment and nationality (%)			
Status in employment	Ras Al Khaimah	Emirati	Non -Emirati
Paid Employee	96.9	98.5	96.6
Employer	2.2	0.5	2.5
Own-account worker	0.9	1.0	0.8
Contributing household worker	0.1	0.0	0.1
Total	100.0	100.0	100.0
*Vulnerable employment share	0.9	1.0	0.9

Note: * Vulnerable employment is the share of own-account workers and contributing household workers in total employment. Non-responses are excluded.