



مركز رأس الخيمة للإحصاء
Ras Al Khaimah Statistics Center

حكومة رأس الخيمة
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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 the fulfillment of economic and social development.

This report presents an overview of the main indicators of Ras Al Khaimah Labor Force Survey for 2023. The Labour Force Survey (LFS) is the largest annual household survey conducted by RAK Statistics Center (RAKSC) 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 2023 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 the Emirate of Ras Al Khaimah.

RAK SC is pleased to present the 2023 LFS Report, which highlights the official outcomes of the survey conducted in December 2023. The survey covers a sample of 2197 private and collective households and 40 labour camps in a way that ensures representation of the entire emirate. This sample was based on the statistical framework provided by the General Census of Population, Housing, and Establishments, 2023.

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

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

EXECUTIVE SUMMARY

This report assessed the employment and unemployment status in Ras Al Khaimah Emirate based on the LFS data carried out by RAK SC in December 2023.

The key outcomes of the report are as follows:

-The percentage of economically active males out of the total male population of working age 15 years and above in the Emirate reached 89.9%, while the percentage of economically active females reached 52.0%.

-The percentage of working males out of the total male population of working age 15 years and over at RAK level reached 85.9%, while the percentage of working females reached 43.7%.

-The percentage of unemployed males out of the total labour force in the Emirate reached 4.4%, while the percentage of unemployed females reached 15.9%.

• 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 76.0%.

- The demographic dependency rate, i.e., the population under 15 years of age and the population 65 years of age and above in relation to the population aged 15-64 years, reached 29.0%.

- 2023 unemployment rate increased 0.4 percentage point and reached 7.3%, compared to 6.9% in 2021, suggesting that a limited number of persons could not find a job in 2023.

- Economic participation of youth (15-24) years old was at 48.9%.

-Employment by major branch of economic activities: Services were significantly the most important sector of economic activity in RAK in terms of employment, 62.9%; followed by industry, 33.8%.

-The employment status showed that almost all persons employed in RAK, 98.7%, were either employees or employers; 98.8% of employed citizens and 98.7% of employed non-Emirati were likely to have more job security due to their employment status.

-Employment by economic activity: The results showed that 81.7% of employed Emirati are working in the public sector, whereas 66.4% of employed non-Emirati are working in the private sector.

The percentage of economically active males was 89.9%, while the percentage of females was 52.0%.

The unemployment rate increased to 7.3% in 2023, compared to 6.9% in 2021.

The services sector accounted for 62.9% of employment, followed by the industrial sector at 33.8%.

81.7% of employed citizens work in the public sector, while 66.4% of employed non-citizens work in the private sector.

CONTENTS

FOREWORD.....	1
EXECUTIVE SUMMARY.....	2
CONTENTS.....	3
List of Figures and Tables.....	4
CHAPTER 1: LFS Methodology.....	5
1.1 Introduction.....	6
1.2 Survey Objectives.....	6
1.3 Definitions and Classifications.....	6
1.4 Preparation Phase.....	7
1.5 Data Collection Method.....	8
1.6 Data Preparation Phase.....	8
1.7 Classifications Used in the Survey.....	8
CHAPTER 2: Characteristics of Surveyed Population.....	9
1.2 Population Distribution.....	10
2.3 Household Composition.....	11
2.4 Marital status of surveyed population.....	14
2.5 School Attendance and Educational Attainment.....	15
CHAPTER 3: Working Age Population.....	18
3.1 Introduction.....	19
3.2 Working Age Population.....	19
3.3 Labour Force and Unemployment.....	21
3.4 Population Outside the Labour Force.....	26
CHAPTER 4: Employment	28
4.1 Introduction.....	29
4.2 Employed Population.	29
3.4 Employment by Branch of Economic Activity.....	31
4.4 Employment by Occupation.....	34
4.5 Status in Employment.....	36

List of Figures and Tables

Figures:

Figure 2.1: Relative distribution of the population by gender and nationality (%), RAK 2023.....	10
Figure 2.2: Relative distribution of the population by age groups and nationality (%), RAK 2023.....	11
Figure 2.3: Distribution of head of private household, by gender and by nationality (%), RAK 2023.....	12
Figure 2.4: Distribution of private households by household size and nationality (%), RAK 2023.....	13
Figure 2.5: Distribution of single-person private households by gender and age groups (%), RAK 2023.....	13
Figure 2.6: Enrollment rates by nationality and age groups, RAK 2023.....	16
Figure 3.1: Distribution of the working-age population and labor force by age groups (%), RAK 2023.....	21
Figure 3.2: Distribution of population in the Labour Force by Marital Status by marital status (%), RAK 2023.....	21
Figure 3.3: Distribution of the labor force aged 15+ by education level, nationality, and gender (%), RAK 2023.....	22
Figure 3.4: Labor force participation rate of citizens and non-citizens by age groups, RAK 2023.....	23
Figure 3.5: Distribution of unemployed individuals aged 15 and above by education level (%), RAK 2023.....	24
Figure 4.1: Distribution of employed individuals aged 15+ by nationality, marital status, and education level, RAK 2023.....	28
Figure 4.2: 15 Years and over Employed population by Occupation (%), RAK 2023.....	34
Figure 4.3: 15 Years and over Employed population by occupation and nationality (%), RAK 2023.....	35

Tables:

Table 1.1: Gender ratio, RAK 2023.....	10
Table 2.1: Distribution of private household population in relationship with the head of household, by nationality(%), RAK 2023.....	12
Table 2.2: Distribution of household members aged 15+ by marital status, nationality, and gender, RAK 2023.....	14
Table 2.3: Education enrollment rates by gender and age groups, RAK 2023.....	15
Table 2.4: Distribution of education levels for individuals 10 years and over by gender and nationality (%), RAK 2023.....	17
Table 3.1: Proportion of working-age population by nationality and gender (%), RAK 2023.....	19
Table 3.2: Proportion of population aged 15+ by economic activity status, nationality, and gender(%), RAK 2023.....	20
Table 3.3: Labour Force Participation Rate of the Population aged 15 years and over, by gender and nationality, RAK 2023.....	23
Table 3.4: Unemployment rate for individuals aged 15 and above by gender, RAK 2023.....	24
Table 3.5: Labour force participation rate by age groups and gender, RAK 2023.....	25
Table 3.6: Youth labour force participation rate compared to the total in the emirate, RAK 2023.....	25
Table 3.7: Youth unemployment rate compared to the total unemployment rate in the emirate, RAK 2023.....	26
Table 3.8: Distribution of population aged 15+ by main reasons of inactivity and gender (%), RAK 2023.....	27
Table 3.9: Distribution of population aged 15+ outside the labor force by age groups and main reasons for inactivity (%), RAK 2023.....	27
Table 4.1: Employment-to-population ratio for individuals aged 15+ by nationality and gender, RAK 2023.....	30
Table 4.2: Employment-to-population ratio for individuals aged 15+ by age groups and nationality (%), RAK 2023.....	30
Table 4.3: Distribution of employed individuals aged 15+ by economic activity and nationality (%), RAK 2023.....	32
Table 4.4: Employment according to major branch of economic activity, by nationality and gender (%), RAK 2023.....	33
Table 4.5: Distribution of employed population aged 15+ by economic sector and nationality (%), RAK 2023.....	33
Table 4.6: Distribution of employed population by employment status and nationality (%), RAK 2023.....	36

CHAPTER 1: LFS Methodology



The 2023 Labor Force Survey was conducted in accordance with the recommendations and standards of the International Labour Organization.



The survey covered 1,797 private households, both citizen and non-citizen, 400 collective households, distributed across all areas of the Emirate of Ras Al Khaimah, and 40 labor gatherings.



The selected households in the sample were contacted through telephone interviews and in-person interviews, and their data was collected using computers and tablets.

CHAPTER 1: LFS Methodology

1.1 Introduction

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

The 2023 LFS questionnaire was drafted in compliance with International Labour Organization (ILO) recommendations and standards related to the questionnaire design and the calculation and definition of the key labour force indicators.

RAKSC conducted the 2023 annual Labor Force Survey in the last quarter of the year. The survey covered 1,797 private households, both citizen and non-citizen, and 400 collective households, distributed across all areas of the Emirate of Ras Al Khaimah, along with 40 labor gatherings. The households were selected based on scientific sampling methods. This report presents the survey results at the level of the Emirate of Ras Al Khaimah and includes a description of the methodology followed in conducting the survey.

1.2 Survey Objectives

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

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

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:

- **Private Emirati 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, and it is considered to include family members who work for the family and reside with it permanently, such as (maids, cooks, drivers...).
- **Private non-Emirati 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, and it is considered to include family members who work for the family and reside with it permanently, such as (maids, cooks, drivers...).

CHAPTER 1: LFS Methodology

- **Nationality:** It is the legal and political dependence of an individual on a particular state, and it is usually determined by the passport that the individual holds or who has the right to obtain it, and the nationality that the individual declares when asked about it shall be recorded, and in the event of dual nationality, the nationality chosen by the individual shall be recorded, and it shall not be required that all family members hold the same nationality.
- **Resident population:** persons residing (living) usually in RAK, regardless of citizenship. This includes persons who were outside RAK or the UAE during the survey period / interview but are usual inhabitants of RAK. This also includes all persons who intend to reside in RAK permanently and continuously or for a period of not less than six months.
- **Economic Activity Status:** It is the status of persons of working age, i.e. every member of the household aged 15 years or over, in terms of the economic activity during the seven days preceding the day of the interview. The economic activity status could be one of the following:
 1. **Employed:** A person who is 15 years old and over who has a job in the public, private, or any other sector, or in a private facility or self-owned project or a project that he partially owns, provided that the number of working hours during the seven days before the day of the interview is not less than one hour.
 2. **Unemployed:** A person who is 15 years old and over, who is currently unemployed, and who is able to work, and seeking employment. Unemployed:
 - Does not perform any work (jobless): The person has not worked for an hour or more during the seven days preceding the day of the interview and was not temporarily absent from work.
 - Available for work: The person is ready to commence work immediately or during two weeks following the day of the interview.
 - Job Seeker: The person has taken specific steps to search for work for some or the whole time on a permanently basis during the four weeks preceding the day of the interview. Specific steps may include registration or applying directly to employers, searching for jobs at special gatherings, publishing advertisements in newspapers and responding to them, exploring job opportunities with friends or relatives, or any other similar procedures.
 3. **Persons outside of economic activity:** All cases except those who are employed and unemployed and include:
 - Students,
 - Housekeepers,
 - Unable to work (disabled, patient, people of determination),
 - Retired person,
 - Elderly (65 years old and over),
 - A person who receives an income or revenue,
 - A person suffering social circumstances,
 - Persons unwilling to work.

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 for completion of such questionnaires), setting up the data processing system, including the auditing and encoding system, and developing electronic programs that audit and process data to clean errors and extract tables.

CHAPTER 1: LFS Methodology

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

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

5.1 Data Collection Method

The households identified in the sample have been contacted, and their data has been collected using computers and tablets according to the following methods:

- 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, (ISIC 4.0).
- Occupation encoding is classified according to the International Standard Classification of Occupations (ISCO 2008).
- Education attainment is classified according to the International Standard Classification of Education (ISCED 2011).
- Employment status is classified according to the International Classifications of Status in Employment (ICSE-93).

CHAPTER 2: Characteristics of Surveyed Population



51.4% of citizens are under the age of 25.



69.1% of non-citizens are of working age (25-64 years).



86.3% of private households are headed by men, while only 13.7% are headed by women.

CHAPTER 2: Characteristics of Surveyed Population

Information on the demographic characteristics of the household population from LFS 2023 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.

1-2 Population Distribution

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

The survey estimates (Figure 2.1) indicate that in 2023, the overall number of men to women was very high across RAK. The gender ratio was about 158 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 200 men for every 100 females, and this is due to the number of male expatriate workers who come to work in Emirates.

The figure also shows a slight gender imbalance among the Emirati population, as expected, with a gender rate of approximately 98 males for every 100 females.

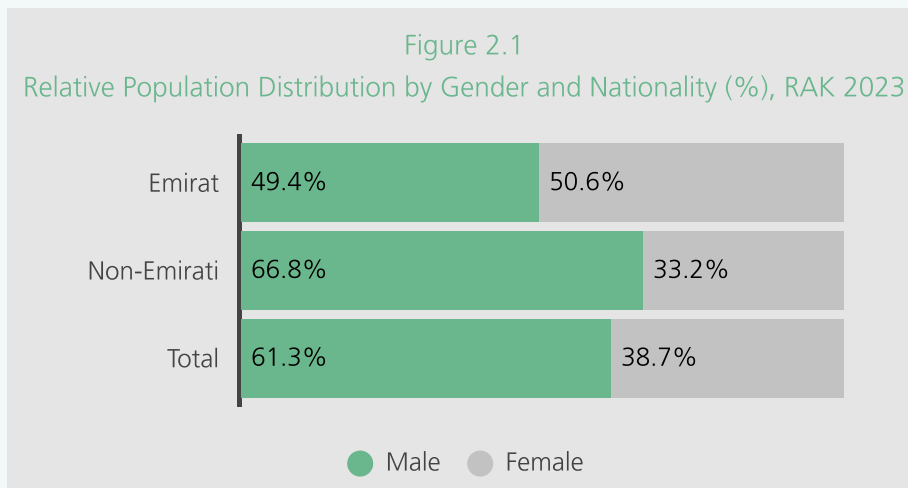


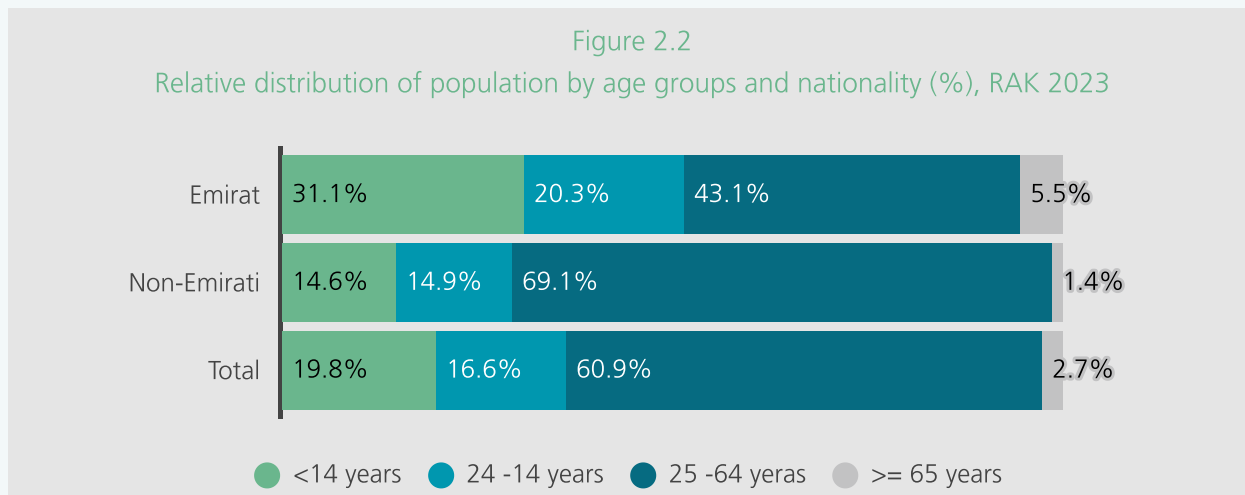
Table 1.1
Gender Ratio, RAK 2023

RAK	158
Emirati	97.5
Non-Emirati	200

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

CHAPTER 2: Characteristics of Surveyed Population

(Figure 2.2) shows the structure of surveyed population age class and by nationality. The results of the survey showed that the age structure of the national population is heavily skewed towards youth, as almost half of the nationals, 51.4%, are less than 25 years old, while the age distribution of the non-national population is heavily skewed towards the working age group of 25-64 years, 69.1%, while 29.5% of non-Emiratis are less than 25 years old and 1.4% are elderly people. This indicates that the largest percentage of men come alone to work in RAK, which is confirmed by the low percentage of children (0-14 years old), which equals 14.6% 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 2023 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) includes data only on private households headed by citizens and private households headed by non-citizens, where the head of the household is considered a reference individual to whom the relationship of other household members is determined.

CHAPTER 2: Characteristics of Surveyed Population

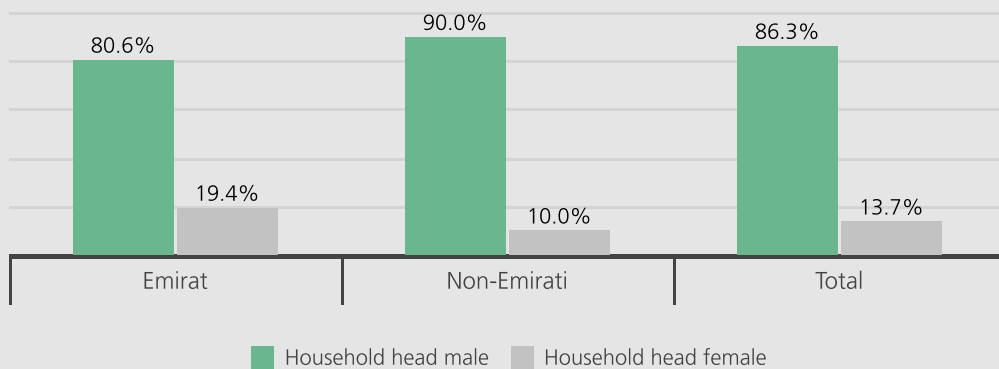
All actual household members who habitually live with the family (usual residents) were recorded. The results indicated a differing composition between citizen and non-citizen households.

Table 2.1
Distribution of private household population in relationship with the head of household, by nationality(%), RAK 2023

Relationship to Household Head	Emirati private Household	Non-Emirati private Household
Head of Household	15.7	27.2
Husband / Wife	11.2	17.9
Son / Daughter	46.7	45.5
Father / Mother	0.9	1.8
Son-in-law/ daughter-in-law	1.4	1.0
Grandson / Granddaughter	3.4	1.3
Brother/ Sister	1.6	1.9
Grandfather / Grandmother	0.0	0.0
Other Kinship	1.0	1.5
Domestic Workers	17.9	1.5
Other	0.3	0.5
Total	100	100

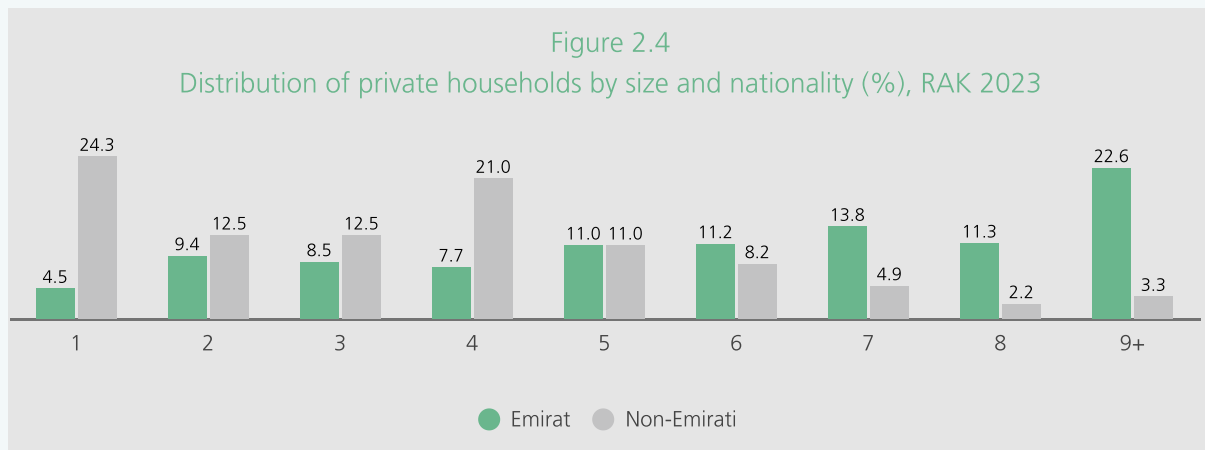
According to Table 2.3, the vast majority of private households in RAK (86.3%) were headed by a man while only 13.7% were headed by a woman. The results also suggest that 10.0% of for private Non-Emirati households are headed by a woman.

Figure 2.3 Head of household gender
Distribution of head of private household, by gender and by nationality (%), RAK 2023

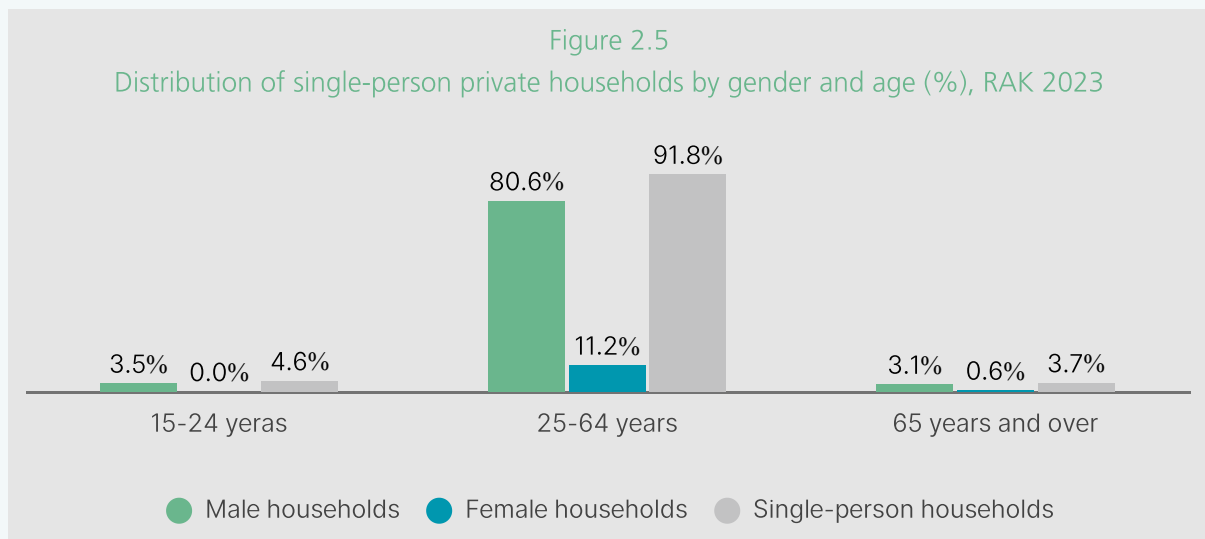


CHAPTER 2: Characteristics of Surveyed Population

Figure 2.4 describes the private households distribution indicator which is based on the composition of the household in terms of the number of members (household size) by nationality. The figure shows a significant difference in the size of the Emirati private household compared to the non-Emirati private household, as the results showed that the typical Emirati private household consists of 9 members or more and reached 22.6%, while the typical non-Emirati families 24.3% consist of only 1 member.



The results in (Figure 2.5) refer to single-person households where about 91.8% of these households are concentrated in the age group (25-64 years), and males make up a somewhat higher percentage, 87.2%, of people living alone for all age groups compared to females living alone, which amounted to only 11.8%.



CHAPTER 2: Characteristics of Surveyed Population

2.4 Marital (social) status of the population

The Marital status of the population is one of the important variables because there is a connection between Labour Force Participation and the Marital status of individuals, the results (Table 2.2) indicate that 60.7% of all individuals aged 15+ are married and 34.8% have never been married.

However, 45.2% of citizens are married, while 45.5% are never married, then divorced and widowed at 9.3%, and the difference between males and females is visible as the percentage of single males is higher than females (47.0% vs. 44.1%), while the rate of divorced and widowed women is higher than that of men (14.1%, 4.2%).

Among the Non-Emirati aged 15 years or older, the results showed that 66.5% are married, 30.8% are never married.

Table 2.2:

Distribution of household population aged 15+, by marital status, nationality and gender (%), RAK, 2023

Marital Status	Emirati			Non-Emirati			Ras Al Khaimah		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Single	29.7	33.1	30.8	47.0	44.1	45.5	33.3	37.3	34.8
Married	69.8	59.0	66.5	48.8	41.9	45.2	65.5	52.5	60.7
Divorced/separated	0.2	3.9	1.4	3.4	5.9	4.7	0.9	4.7	2.3
Widowed	0.2	4.0	1.4	0.8	8.2	4.6	0.3	5.6	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CHAPTER 2: Characteristics of Surveyed Population

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 results showed that at the Emirate level, 61.9% of the population aged between 3 and 24 years were enrolled in an educational institution. The results show that 96.5% of individuals between 14 and 17 years are enrolled in an educational institution, whether public or private, while 23.3% of individuals between 18 and 24 years old are enrolled in an educational institution (Table 2.3).

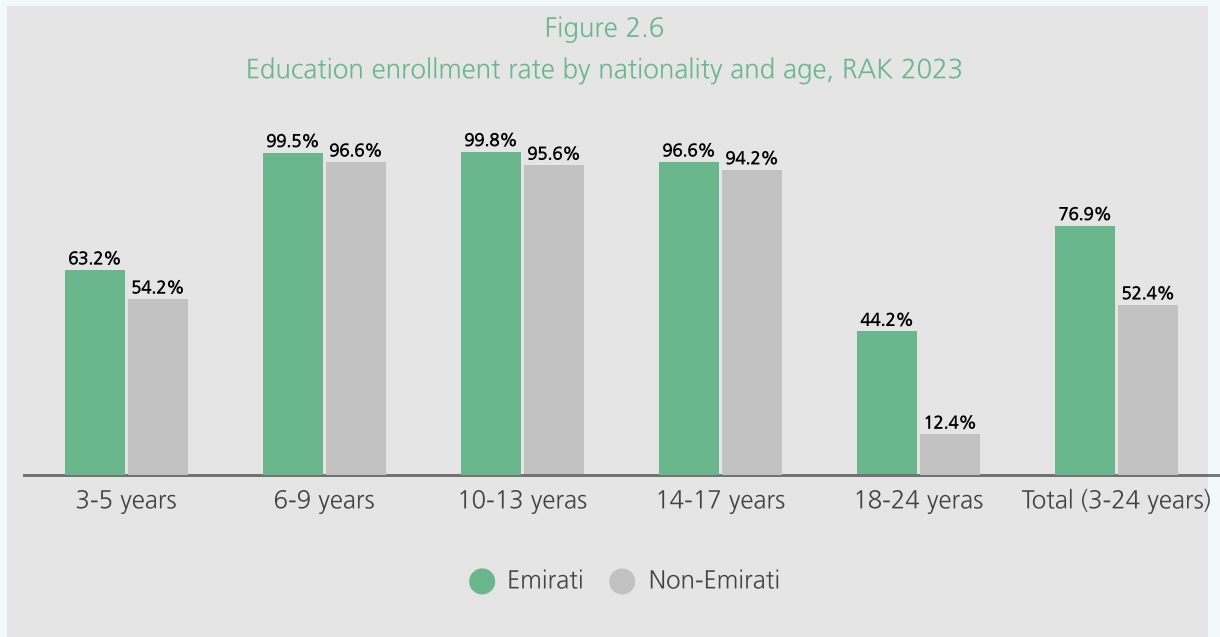
The gender parity index (GPI) is calculated to reflect the magnitude of the gender gap. As per definition, GPI of 1 indicates parity or equality between school enrolment rates of both genders (males and females) for the same age group. However, the overall GPI resulted 1.3 (thus higher than 1), which was due to the difference observed among those aged 18-24 years that join an advanced educational institution (39.6% for females and 12.7 for males), (Table 2.3).

Table 2.3
Education Enrollment Rates by gender and age groups, RAK 2023

Age-group	Male	Female	Both genders	GPI
3-5 years	49.6	52.1	50.7	1.1
6-9 years	98.5	97.7	98.1	1.0
10-13 years	99.3	98.9	99.1	1.0
14-17 years	95.1	98.3	96.5	1.0
18-24 years	12.7	39.6	23.3	3.1
RAK	54.6	71.1	61.9	1.3

CHAPTER 2: Characteristics of Surveyed Population

Moreover, looking at the enrolment by nationality, we find that the Emirati population aged 3 to 24 years was more likely to enroll in an educational institution and have formal education than the Non-Emirati (76.9% and 52.4% respectively) and this is especially true for the age-groups of young children aged 3 to 5 and those aged 18 to 24 (Figure 2.6).



Educational attainment is one of the key factors determining the employability of workers, as it refers to the highest level of education attained or completed by a person 25 years and over. Education attainment is classified according to the International Standard Classification of Education (ISCED 2011).

CHAPTER 2: Characteristics of Surveyed Population

Table 4.2 shows the relative distribution of male and female Emiratis and non-Emiratis by highest level of education at the age of 10 and over. The results show that 9.2% of the population of RAK have no formal education, meaning that they have not attended any education, while 7.8% of the population are illiterate, meaning that they cannot read and write. About 19.1% of the population of RAK have completed their university education at the bachelor's degree level or higher. It is clear from the results that women have completed their university education more than men at the Emirati and non-Emirati levels, and the percentage of women who have done so is higher than the percentage of male Emiratis. Illiteracy was slightly higher among non-Emirati than Emiratis, but it was noted that this percentage was higher for females than for male Emiratis.

There is a high concentration of male Emiratis in the high school degree holder category at 37.5%, compared to 19.3% for male non-Emiratis, 31.7% for female Emiratis, and 18.6% for female non-Emiratis.

Table 2.4

Distribution of education levels for individuals 10 years and over by gender and nationality (%), RAK 2023

Educational level	Emirati			Non-Emirati			Ras Al Khaimah		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A. Literate									
No formal education	4.0	4.3	4.1	9.7	14.4	11.2	8.4	10.4	9.2
Primary	14.5	11.8	13.1	13.4	14.9	13.9	13.6	13.7	13.7
Lower secondary	19.2	14.4	16.8	26.9	15.6	23.3	25.2	15.2	21.4
Upper Secondary	37.5	31.7	34.6	19.3	18.6	19.1	23.4	23.8	23.6
Post-secondary non-tertiary	3.4	3.9	3.7	7.3	3.3	6.0	6.4	3.6	5.4
Bachelor or equivalent	14.5	23.6	19.1	13.1	19.4	15.1	13.4	21.1	16.3
Higher diploma/Master/Doctorate	2.9	2.2	2.6	2.6	3.4	2.9	2.7	2.9	2.8
B. Illiterate									
	4.1	8.0	6.1	7.6	10.3	8.5	6.8	9.4	7.8
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 analyzed 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;

CHAPTER 3: Working Age Population



The age group (15-24 years) constitutes 20.7% of the total working-age population.



Most of the unemployed have an intermediate level of education (46.4%).



24% of the population is out of the labor force, reasons include education, homework, retirement, and illness.

CHAPTER 3: Working Age Population

3.1 Introduction

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

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

3.2 Working Age Population

From an economic point of view, the working-age population is a factor that has a significant impact on the labour market and the national economy in RAK. The working-age population refers to all persons aged 15 and older.

The results (Table 3.1) show that 80.2% of the population is of working age, 15 years and above, 68.9% are Emiratis and 85.4% are Non-Emiratis, and when comparing Emiratis and Non-Emiratis, we notice that about 7 out of 10 Emiratis are of working age while about 9 out of 10 Non-Emiratis are of working-age, which is due to the large presence of Non-Emiratis males for work in the Emirate.

The youth aged between 15 and 24 years accounted for 20.7% of RAK's total working-age population, with young Emiratis making up a higher percentage than young Non-Emiratis, 29.5% vs. 17.4%.

The overall age dependency ratio of 29.0% indicates that, in economic terms, the burden caused by non-working people on the working-age population is alleviated by the large presence of Non-Emiratis that are in the working age. In fact, the age structure of Emiratis, which leads to a high dependency ratio—nearly 58 persons in the less-productive (young and old) ages per 100 persons in the more productive ages—is counterbalanced by the low age dependency ratio for Non-Emiratis, which is of 19.1%.

Table 3.1
Proportion of working-age population by Nationality and Gender (%), RAK 2023

Working-Age Population	Emirati	Non-Emirati	Ras Al Khaimah
Aged 15 + *	68.9	85.4	80.2
Male Aged 15+	48.6	69.1	63.5
Female Aged 15 +	51.4	30.9	36.5
Youth (15- 24 years)**	29.5	17.4	20.7
Age Dependency ratio***	57.7	19.1	29.0

*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)

CHAPTER 3: Working Age Population

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

Table 3.2 presents an overview of the share of population 15 years and over, by economic activity status, by nationality and gender. The labour force represents the current provision of labour for the production of goods and services in the economy. In terms of nationality, there are differences between the Emirati and non-Emirati population with regard to the economically active persons, 51.0% and 85.3%, respectively. The differences are also clear with regard to the economically inactive persons (outside the economic activity), with 49.0% for Emiratis and 14.7% for non-Emiratis.

Table 3.2

Share of population aged 15 years and over by economic activity status, by nationality and gender (%),
RAK 2023

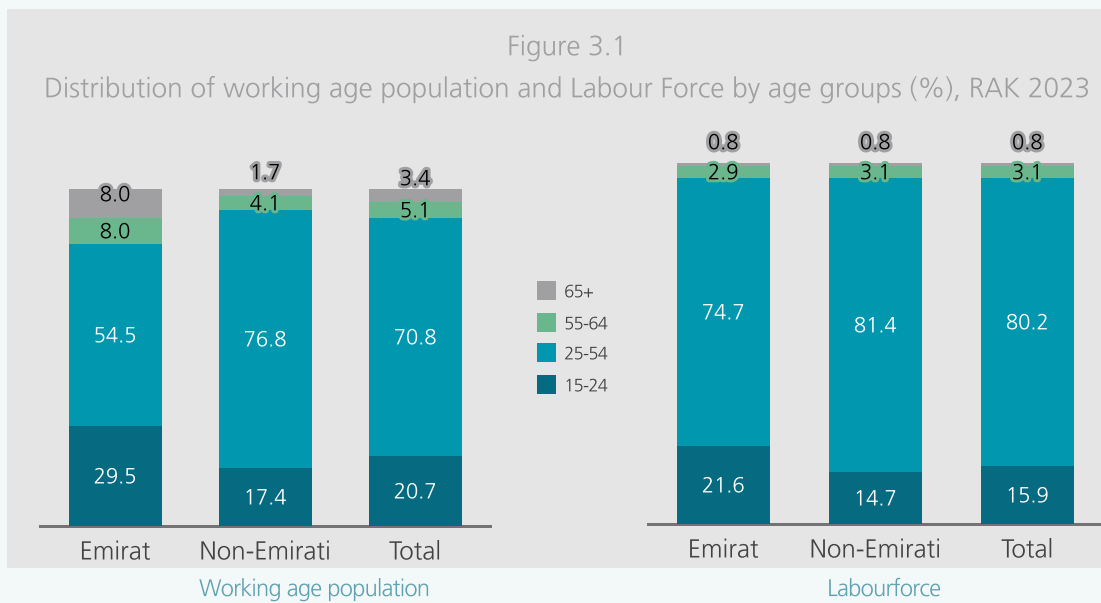
Nationality	Gender	Labour Force (Active) (%)	Outside Labour Force (%)	Total Population 15+ (%)
Ras Al Khaimah	Males	89.9	10.1	100.0
	Females	52.0	48.0	100.0
	Both genders	76.0	24.0	100.0
Emirati	Males	67.6	32.4	100.0
	Females	35.4	64.6	100.0
	Both genders	51.0	49.0	100.0
Non-Emirati	Males	95.7	4.3	100.0
	Females	62.2	37.8	100.0
	Both genders	85.3	14.7	100.0

CHAPTER 3: Working Age Population

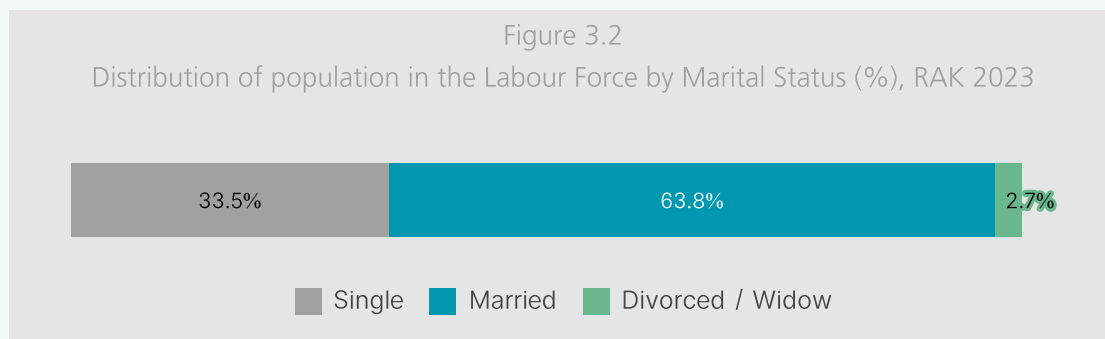
3.3 Labour Force and Unemployment

* Labour force

Figure 3.1 shows that there are differences between the proportion of youth in the 15-24 age, the 25-54 age, and the elderly (65 years and above) in the working-age population as well as in the Labour Force between Emiratis and non-Emiratis. For those aged 25-54 years, the proportion of non-Emiratis in the Labour Force was greater than the proportion of Emiratis (81.4% vs. 74.7%).



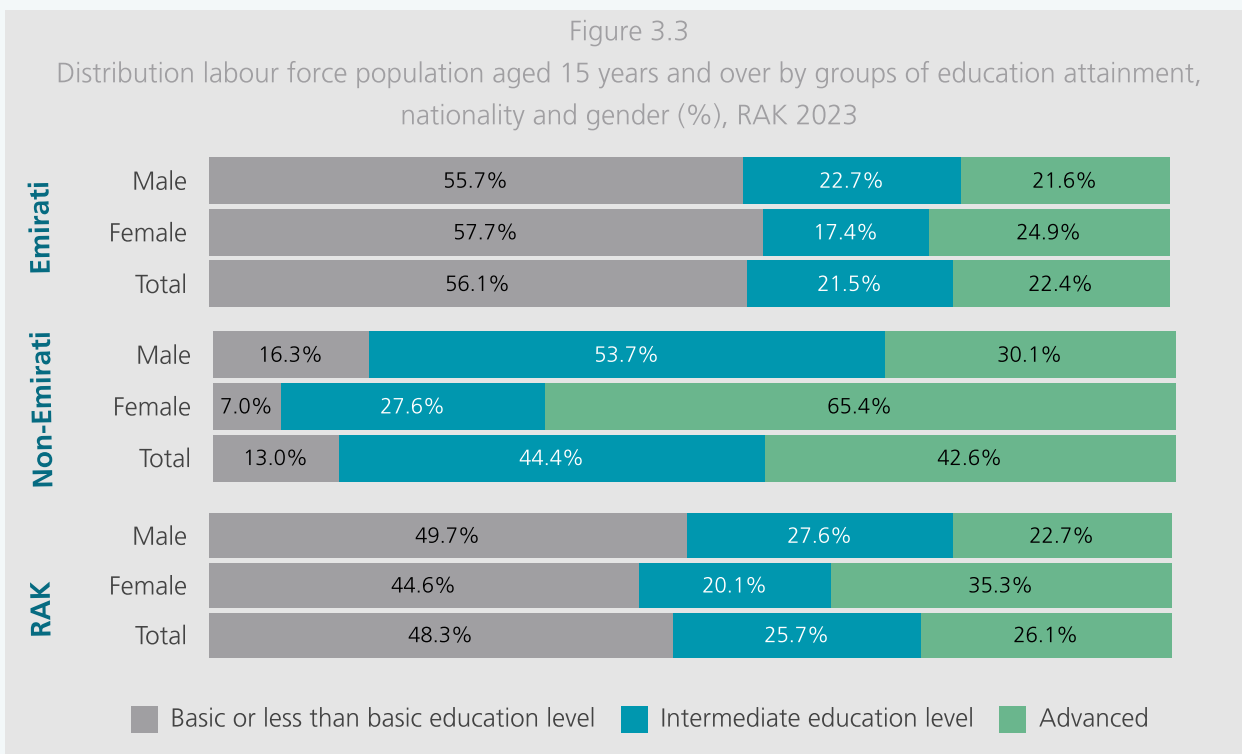
In terms of the marital status, the data indicated that the majority of economically active persons are married with almost 63.8% of the total labour force (Figure 3.2).



CHAPTER 3: Working Age Population

The distribution of the labour force by level of educational attainment is provided in Figure 3.3. While nearly 1 out of 10 Emirati workforce had no higher than basic education (13.0%), there were 6 out of 10 Non-Emirati workforce (56.1%) with the same status. However, the share of the labour force people having completed an advanced education level is nearly 20 percentage points higher for Emirati compared to non-Emirati (22.4% and 42.6% 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: 65.4% of the women had an advanced educational level, while the majority of men in the workforce had an intermediate educational level, 53.7%.

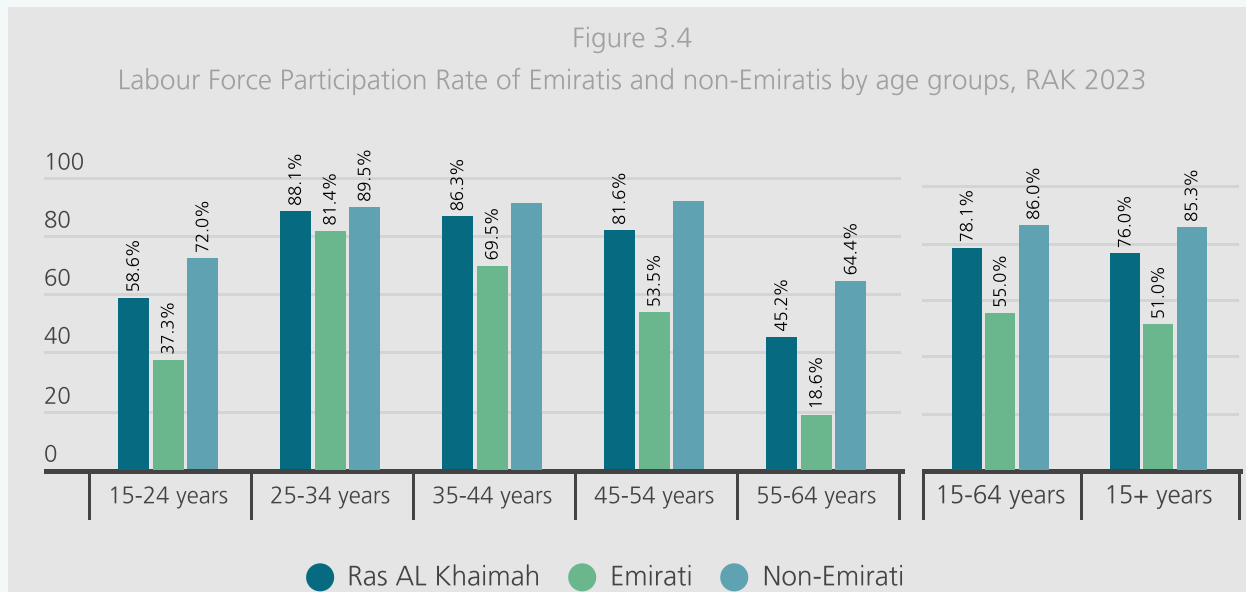


The level of labour market activity is typically measured by the labour force participation rate (LFPR), defined as the ratio of the labour force to the working-age population (15 years and over), expressed in percentage. The LFS survey results indicate that over three fourth of the working-age population living in RAK were either working for pay or profit, or looking for work, 76.0% (Figure 3.4).

Looking at the figures by nationality, there is a distinct difference among Emirati and Non-Emirati populations (15 years and over). Non-Emiratis, were to a greater extent more actively engaged in the labour market than their Emirati counterparts (85.3% and 51.0%, 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 45-54 years at 91.0%. For Emiratis, the curve reaches a peak in the same age group (25-34) at 81.4% (Figure 3.4).

CHAPTER 3: Working Age Population



During the period from 2019 to 2023, there was an increase in the overall LFPR, by 2 percentage points (Table 3.3). LFPR for Emiratis of both genders increased 7.1 percentage points. The gender differences remain significant, as the LFPR is lower for women than for men for Emiratis and non-Emiratis.

Table 3.3
Labour Force Participation Rate (2019-2023) of the Population aged 15 years and over, by gender and nationality, RAK 2023

Nationality	Male				Female				Both genders				Change
	2019	2020	2021	2023	2019	2020	2021	2023	2019	2020	2021	2023	
Ras Al Khaimah	87.2	91.0	88.5	89.9	46.4	48.0	49.1	52.0	74.0	77.7	75.2	76.0	2
Emirati	60.0	66.6	64.6	67.6	28.0	30.0	32.5	35.4	43.9	47.9	48.9	51.0	7.1
Non-Emirati	93.1	96.5	94.5	95.7	57.5	61.7	59.0	62.2	83.6	88.2	84.4	85.3	1.7

CHAPTER 3: Working Age Population

* 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 2023 results indicate that the overall unemployment rate, i.e., the proportion of the persons in the labour force that are unemployed, was at 7.3% in 2023 (Table 3.4). The data also indicate a pattern of unemployment in rise since 2021, by 0.4%.

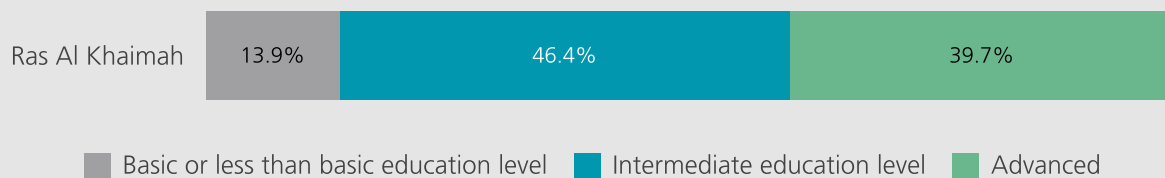
As expected, women in the labour force were more likely to be unemployed than men counterparts. The gender gap was nearly percentage points, with the female unemployment rate at 13.2% compared to 4.4% for men. The gender gap may be due to more women willing to enter the labour market and are searching for jobs, especially in light of the increased number of women obtaining university degree.

Table 3.4
Unemployment Rate Population aged 15 years and over by gender, RAK 2023

Ras Al Khaimah	Male				Female				Both genders				Gender Gap
	2019	2020	2021	2023	2019	2020	2021	2023	2019	2020	2021	2023	
	1.6	3.3	3.4	4.4	12.8	15.7	19.2	13.2	3.9	5.6	6.9	7.3	8.8

The results (Figure 3.5) showed that among the unemployed people in RAK, the largest share was for those with an intermediate educational level, 46.4%. However, 39.7% of the unemployed had an advanced educational level.

Figure 3.5
Distribution of unemployed persons aged 15 years and over by educational level (%), RAK 2023



CHAPTER 3: Working Age Population

* 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 3.4 above). On the other hand, women were indeed less likely than men to participate in the labour force.

Table 3.5

LFPR Labour force participation rate by age groups and gender, RAK 2023

Age groups	Male	Female	Both genders	Gender Gap*
15-24 years	73.5	36.9	58.6	36.5
25-34 years	93.1	58.8	88.1	34.4
35-44 years	92.9	47.4	86.3	45.5
45-54 years	95.7	46.8	81.6	48.9
15-64 years	91.7	54.1	78.1	37.6

*Gender gap: The gender gap measured by the difference between the economic participation rates in the labor force between males and females.

Youth in the labour force: LFPR of young people aged 15-24 in RAK was 58.6%, compared to 76.0% in the population aged 15 and above (Table 11). This is not a priori a negative indication since the majority of youth are outside the labour force to continue their education, 87.1% (see Table 3.6).

Table 3.6

Youth labour force participation rate by gender, compared with total in the Emirate, RAK 2023

Age groups	Male	Female	Both genders
Youth (15–24 years old)	73.5	36.9	58.6
Total working-age population (15+ years old)	89.9	52.0	76.0

CHAPTER 3: Working Age Population

Youth unemployment: Unemployment and lack of job opportunities negatively affect society, especially youth. Tackling it is important, as youth unemployment was 16.5%. The 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 in the Emirate, RAK 2023

Age groups	Ras Al Khaimah
Youth (15–24 years old)	16.5
Total working-age population (15+ years old)	7.3

3.4 Population Outside the Labour Force (economically inactive population)

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 2023 was estimated at 24.0% at RAK level, with significant differences for the Emirati and the Non-Emirati populations (49.0% and 14.7%, respectively) (see Table 3.2 above).

Furthermore, and in line with global trends, the inactivity rate was considerably higher for women than for men. Slightly over half of the working-age women were not in the labour force, 48.0% compared to only 10.1% of the working-age men, reflecting thus a strong gender pattern for being inactive that is potentially linked to societal gender roles (as shown in Table 3.2 above). The highest share of the population outside the labour force in RAK, was made up of people who were not working because of carrying out domestic tasks 40.1%, followed by students at 32.5% and then 27.4% by retirement, unwilling to work, could not find suitable work, reaching 65 of age and over, disability or illness, (Table 3.8).

CHAPTER 3: Working Age Population

Table 3.8
Distribution of population by main reasons of inactivity and gender (%), RAK 2023

Reasons for being outside labour force	Male	Female	Both genders
Domestic tasks	5.0	54.7	40.1
Student	49.1	26.4	32.5
Other*	50.4	18.9	27.4
Total	100.0	100.0	100.0

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

The number of people outside of the labour force largely depends on the gender and age of the person. Strong gender differences were also observed: among inactive women, nearly half of them , 54.7, were engaged in domestic tasks, whereas inactive men tend to be under the category "Other" , 50.4%, or full-time student ,49.1% (Table 3.8). Over half of those economically inactive, 67.2%, aged 25-64 were engaged in domestic tasks, while not surprisingly, for the young people aged 15-24 years a considerable proportion was as expected in full time education, 87.1% (Table 3.9).

Table 3.9
Distribution of population outside labour force by main age groups and main reasons of inactivity (%), RAK 2023

Reasons for being outside labour force	15-24 years old	25-64 years old
Domestic tasks		67.2
Student	87.1	2.7
Other*	5.9	30.2
Total	100	100.0

CHAPTER 4: Employment



65.3% of the employed are married and 32.1% are single.



42.6% of working citizens have higher education compared to 22.4% of non-citizens.



The employment rate for males is twice that of females (85.9% versus 43.7%).



95.5% of employed people are in paid employment, indicating a high level of job security.

CHAPTER 4: Employment

4.1 Introduction

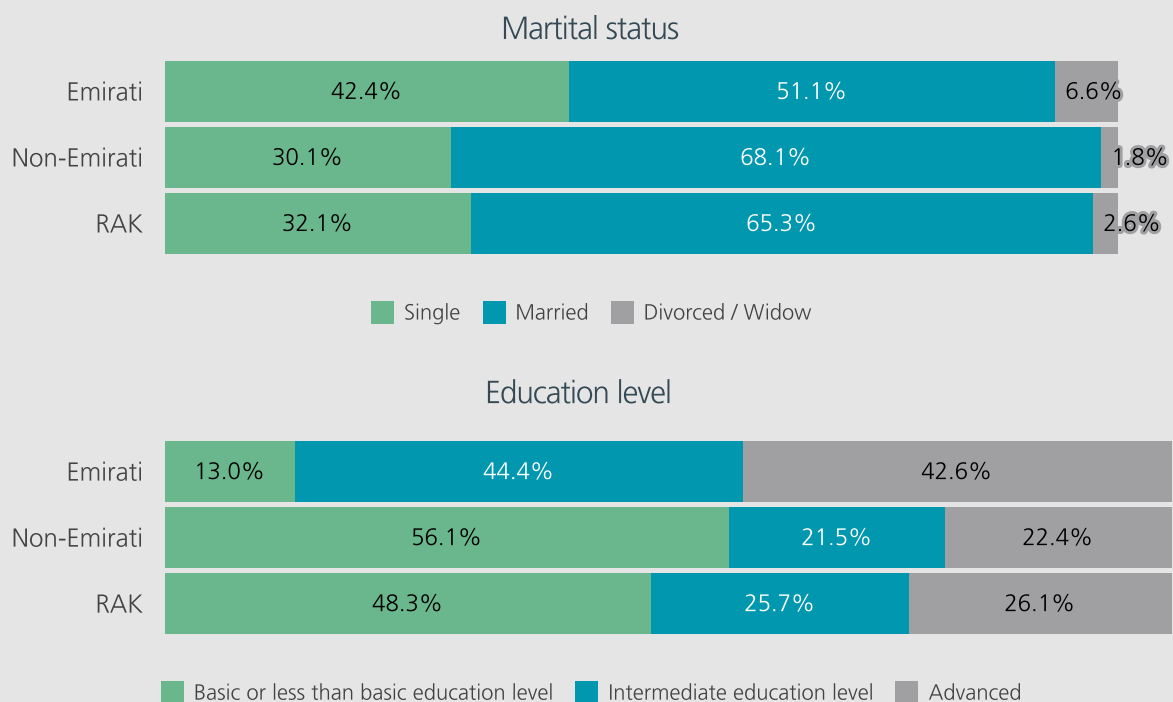
Investigating employment of individuals is critical as it is the main determinant of living standards. Estimates on employment are crucial to monitor progress towards various national policies. The employed population comprises all persons of working age (aged 15 years and over) who in a short reference 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 2023, 6 out of 10 employed persons in Ras Al Khaimah were married ,65.3%, and nearly only one-third of them were single, 32.1%.

There is a close relationship and correlation between educational attainment and getting a job, with the largest number of highly educated people among working citizens at 42.6%, compared to 22.4% of non-nationals. The result suggests that the majority of Non-Emirati were engaged in non-skilled jobs.

Figure 4.1
Distribution of employed population aged 15 years and above by Nationality, Marital Status and Educational Level (%), RAK 2023



CHAPTER 4: Employment

The employment-to-population ratio is the measure used to offer insights on the ability of an economy to create employment. This indicator is defined as the ratio of a country's employed population (15 years and older) to the total population 15 years and older. A high overall ratio is typically considered positive, since it shows that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not, because they are either unemployed or (more likely) out of the labour force altogether.

The overall employment-to-population ratio was 70.5%: 42.9% of Emiratis were involved directly in market-related activities compared to a higher ratio of 80.8% relative to Non-Emiratis (Table 4.1). Furthermore, major gender differences were observed: the ratio for men was as double as that of women (85.9% and 43.7% respectively). The employment rate of Emirati men and women has been on the rise in recent years.

Table 4.1: Employment-to-population ratio aged 15 years and above by Nationality and Gender, RAK, 2023

Nationality	Male				Female				Both genders				Change*
	2019	2020	2021	2023	2019	2020	2021	2023	2019	2020	2021	2023	
Ras Al Khaimah	85.9	88.0	85.5	85.9	40.4	40.5	39.7	43.7	71.1	73.3	70.0	70.5	-0.6
Emirati	56.4	61.3	59.4	62.1	20.4	19.5	19.8	24.7	38.3	40.0	40.1	42.9	4.6
Non-Emirati	92.2	94.1	92.0	92.1	52.6	56.4	51.6	55.4	81.7	85.1	80.6	80.8	-0.9

The employment-to-population ratio by age groups and nationality is presented in Table 4.2. The data indicates that 61.8% of Emiratis and 86.7% for Non-Emiratis at the age group of 25-54 were employed. However, the most notable difference between Emiratis and Non-Emiratis was at the lower (15-24 year) and upper (55-64 years) age groups. The results can be explained by the different societal standards, to encourage the education of Emirati youth and retirement of Emirati senior citizens.

Table 4.2
Employment-to-population ratio by age groups and by nationality, RAK 2023

Age groups	Ras Al Khaimah	Emirati	Non - Emirati
15-24 yeras		48.9	25.5
25-54 years		81.5	61.8
55-64 yeras		40.9	16.9
15-64 years		72.4	46.2
			81.4

CHAPTER 4: Employment

4.3 Employment by Branch of Economic Activity

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

The results of LFS 2023 indicate that the branches employing the largest numbers of persons at the Emirate level (Table 4.3) were: Activities of manufacturing 17.7%, followed by households as employers 15.0%, public administration and defense at 14.1%, and then construction 11.8%.

CHAPTER 4: Employment

Table 4.3
Distribution of employed population aged 15 years and over by branch of economic activity sector and nationality (%), RAK 2023

Branch of economic activity	Ras Al Khaimah	Emirati	Non-Emirati
Agriculture, forestry and fishing	2.1	0.3	2.4
Mining and quarrying	2.8	4.7	2.5
Manufacturing	17.7	1.1	21.0
Electricity, gas, steam and air conditioning supply	0.3	1.1	0.2
Water supply; sewerage, waste management and remediation activities	1.1	0.0	1.3
Construction	11.8	1.0	13.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.6	2.0	9.9
Transportation and storage	2.2	1.2	2.3
Accommodation and food service activities	5.6	0.3	6.7
Information and communication	0.5	1.2	0.3
Financial and insurance activities	1.0	3.9	0.4
Real estate activities	0.9	0.6	0.9
Professional, scientific and technical activities	2.2	1.4	2.3
Administrative and support service activities	4.6	2.0	5.1
Public administration and defence; compulsory social security	14.1	68.0	3.4
Education	3.6	5.9	3.1
Human health and social work activities	2.9	3.0	2.9
Arts, entertainment and recreation	0.2	0.1	0.3
Other service activities	1.6	0.3	1.9
Activities of households as employers; producing activities of household for own use	15.0	0.1	18.0
Not specified	1.3	1.8	1.2
Total	100.0	100.0	100.0

CHAPTER 4: Employment

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, 62.9% of jobs were found in services, 33.8% in industry and 2.1% in agriculture (Table 4.4). The share in services is, however, significantly higher for Emiratis than Non-Emiratis (89.9% vs. 57.5%) and the share in industry and agriculture is considerably lower for Emiratis than Non-Emiratis.

Table 4.4

Employment according to major branch of economic activity, by nationality and gender (%), RAK 2023

Major Branch of economic activity	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both genders	Male	Female	Both genders	Male	Female	Both genders
Agriculture	2.7	-	2.1	0.4	-	0.3	3.1	-	2.4
Industry	42.6	3.7	33.8	8.4	7.2	8.0	48.6	2.7	38.8
Services	53.4	95.1	62.9	89.9	90.1	89.9	47.0	96.6	57.5
Not Specified	1.3	1.2	1.3	1.3	2.8	1.8	1.3	0.7	1.2
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 2023, 81.6% of employed Emiratis were working for Federal and Local government. The remaining, 18.4%, were working in the private sector, shared sector, and other institution sectors. For Non-Emiratis, 66.4% the largest share, as expected, was recorded in the private sector. Nearly a fifth, 18%, of Non-Emiratis were working in private households.

Table 4.5

Distribution of employed population aged 15 years and over by type of economic activity sector and nationality (%), RAK 2023

Type of economic activity sector	Ras Al Khaimah	Emirati	Non-Emirati
Government (Federal & Local)	20.4	81.7	8.3
Private sector	57.5	12.4	66.4
Shared (Government and Private)	6.8	5.3	7.1
Private Household	15.0	0.1	18.0
Other	0.3	0.5	0.2
Total	100.0	100.0	100.0

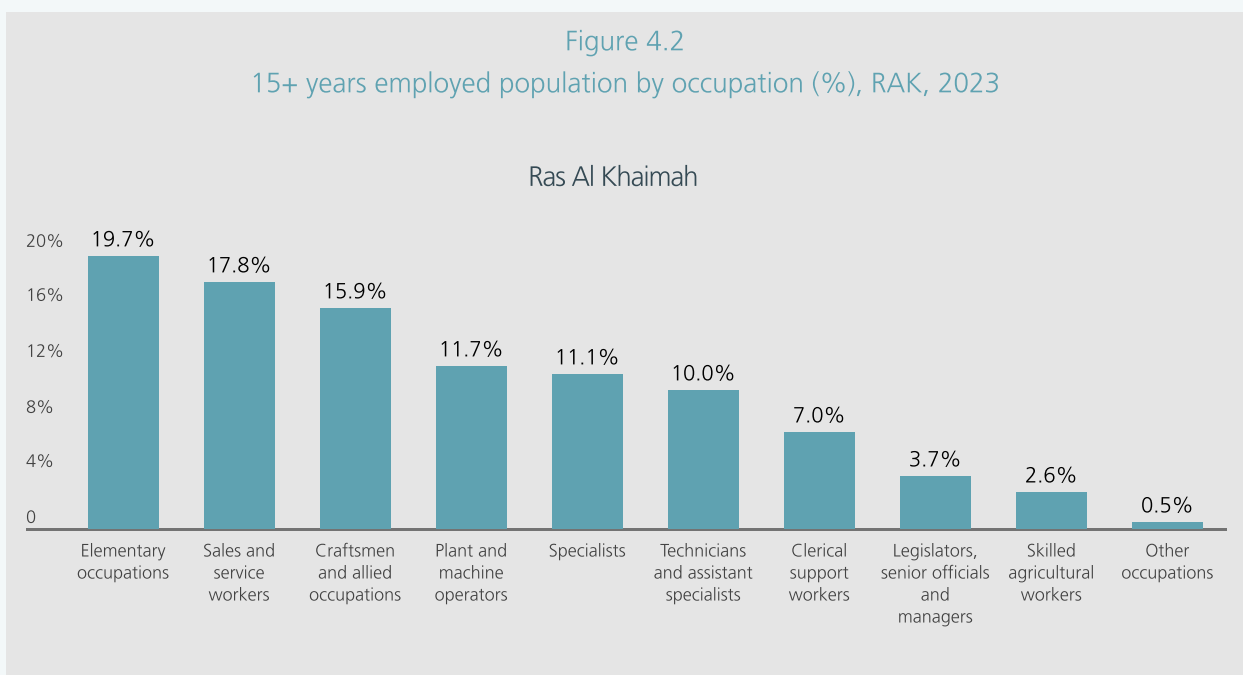
CHAPTER 4: Employment

4.4 Employment by Occupation

The structure of occupations provides a way to judge the quality of employment. "Occupation" refers to the kind of work usually done by a person employed, regardless of the branch of economic activity or the person's employment status. The LFS 2023 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 salesmen and service workers, 17.8% (Figure 4.1).

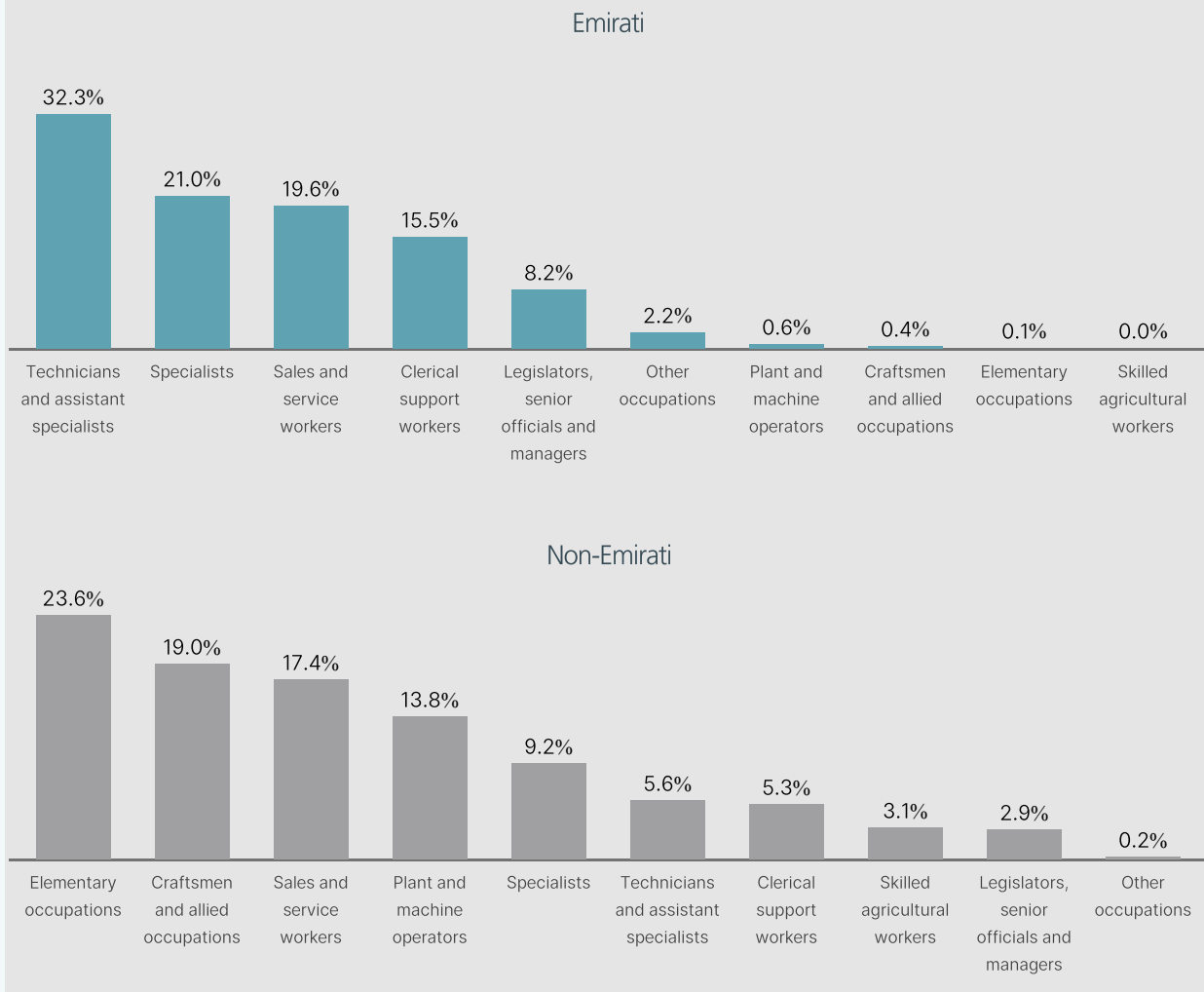
Figure 4.2
15+ years employed population by occupation (%), RAK, 2023



CHAPTER 4: Employment

The occupational structure among Emiratis is different from the one of the non-Emiratis (Figure 4.2). The employment of Emiratis 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-Emiratis, most of employed persons were working in low-skill occupations (i.e., carried out by hand and personal interaction): craftsmen, salesmen and service workers, elementary workers, plant and machinery operators and agriculture.

Figure 4.3
15 Years and over Employed Persons by Occupation and Nationality, RAK, 2023



CHAPTER 4: Employment

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 2023 data enable estimates on the following categories of the International Classification of Status in Employment (ICSE-93): paid employees; employers; own-account workers; contributing household workers. The share of own-account workers and contributing household workers is identified by ILO as a good indicator to measure vulnerability in employment.

The composition of the employed population by employment status in the main (only) job is presented in Table 4.6. Paid employment was the dominant form of employment in RAK. Paid employees constituted 95.5%, and according to ILO, such a high proportion of paid employees may indicate advanced economic development of the country.

Almost all employed Emirati and Non-Emirati (95.1% and 97.4%, respectively) were employees, and thus are likely to have more job security and, as a consequence, a more consolidated socio-economic position. The contributing household workers and own-account workers (identified as vulnerable employment) constituted only 1.0% of the total labour force in RAK, showing that the likelihood of vulnerability in employment was fairly low in the Emirate.

Table 4.6

Distribution of employed population by employment status and nationality (%), RAK, 2023

Status in employment	Ras Al Khaimah	Emirati	Non -Emirati
Paid Employee	95.5	97.4	95.1
Employer	3.2	1.4	3.6
Own-account worker	0.9	1.2	0.8
Contributing household worker	0.4	0	0.5
Total	100.0	100.0	100.0
Vulnerable employment share*	1.3	1.0	0.9

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