

Annual Report Labor Force Survey

2024



Fifth Issue

الإصدار الخامس

Foreword

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

This report presents an overview of the main indicators of Ras Al Khaimah Labour Force Survey for 2024. Ras Al Khaimah Statistics Center (RA) has been conducting this survey annually since 2017, providing a rich source of information on the labour force in compliance with internationally agreed concepts and definitions. This survey is part of the national survey implemented across the UAE in coordination with the Federal Competitiveness and Statistics Centre.

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

The survey covered a sample of households amounting to 2,578 private and group households and 44 labour camps, in a manner that ensures representation at the Emirate level. This sample was based on the statistical framework provided by the 2023 Population, Housing and Establishments Census.

This report contains the survey methodology and detailed tables of the outcomes of topics covered by the survey, which include the demographic and socioeconomic characteristics of the population, with 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 2024.

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 89.4%, while the percentage of economically active females reached 50.8%
- The percentage of working males out of the total male population of working-age 15 years and over at RAK level reached 86.8%, while the percentage of working females reached 42.0%.
- The revised labour force participation rate, which is the number of the economically active population aged 15 years and over, to the total population aged 15 years and over, reached 76.2%
- 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 29.9%
- 2024 unemployment rate decreased 1.1 percentage point and reached 6.2%, compared to 7.3% in 2023, suggesting that a limited number of persons could not find a job in 2024.
- Economic participation of youth (15-24) years old was at 46.2%
- Employment by major branch of economic activities: Services were significantly the most important sector of economic activity in RAK in terms of employment, 61.4%; followed by industry, 33.3%.
- The employment status showed that almost all persons employed in RAK, 99.3%, were either employees or employers; 98.8% of employed Emiratis and 99.4% of employed non-Emirati were likely to have more job security due to their employment status.
- Employment by economic activity. The results showed that 77.5% of Emirati employed are working in the public sector, whereas 68.3% of non-Emirati employed are working in the private sector.

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CHAPTER 1: LFS Methodology

1-1 Introduction

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

The 2024 LFS questionnaire was designed 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 2024 annual Labour Force Survey in the last quarter of the year. The survey covered 2224 private households, both Emirati and non-Emirati, and 354 collective households, distributed across all areas of the Emirate of Ras Al Khaimah, along with 44 labour camps. 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, educational level, marital status.).
- Identifying the occupational structure and economic activity of the employed individuals as well as their employment status.
- Measuring unemployment rates and dependency ratios according to the different characteristics.
- Establish an updated database for labour force indicators that could be relied on by decision makers, planners, and researchers.

1-3 Definitions and Classifications

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

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

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

2- **Unemployed:** A person who is 15 years old and over, who is currently unemployed, and who is able to work, and seeking employment. It should be noted that the following conditions must be met for an individual to be considered unemployed:

- Does not perform any work (jobless): The person has not worked for an hour or more during the seven days preceding the day of the interview and was not temporarily absent from work.
- Available for work: The person is ready to commence work immediately or during two weeks following the day of the interview.
- Job Seeker: The person has taken specific steps to search for work for some or the whole time on a permanently basis during the four weeks preceding the day of the interview. Specific steps may include registration or applying directly to employers, searching for jobs at special gatherings, publishing advertisements in newspapers and responding to them, exploring job opportunities with friends or relatives, or any other similar procedures.

3- **Persons outside the labour force:** 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 facing social constraints,
- Persons unwilling to work.

1-4 Preparation Phase

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

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

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

1-5 Data Collection Method

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.

1-6 Data Preparation Phase

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

1-7 Classifications Used in the Survey

- Economic activity encoding is classified according to the International Standard Industrial Classification of All Economic Activities, (ISIC 4.0).
- 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).

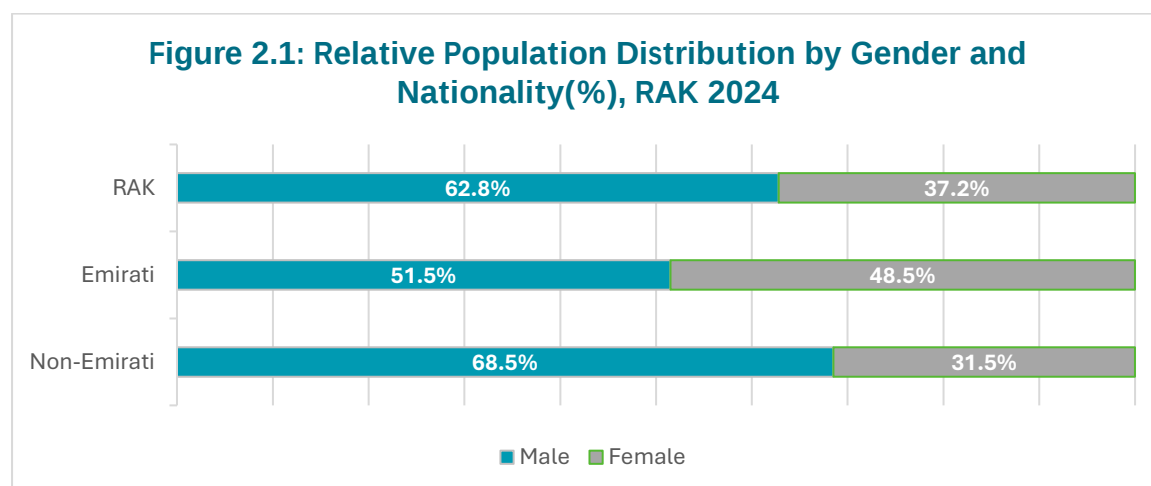
CHAPTER 2: Characteristics of Surveyed Population

2-1 Population Distribution

The population of the Emirate of Ras Al Khaimah consists of Emiratis and non-Emiratis 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 2024, the overall number of men to women was very high across RAK. The gender ratio was about 169 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 216 males for every 100 females, and this is due to the number of male expatriate workers who come to work in the Emirate.

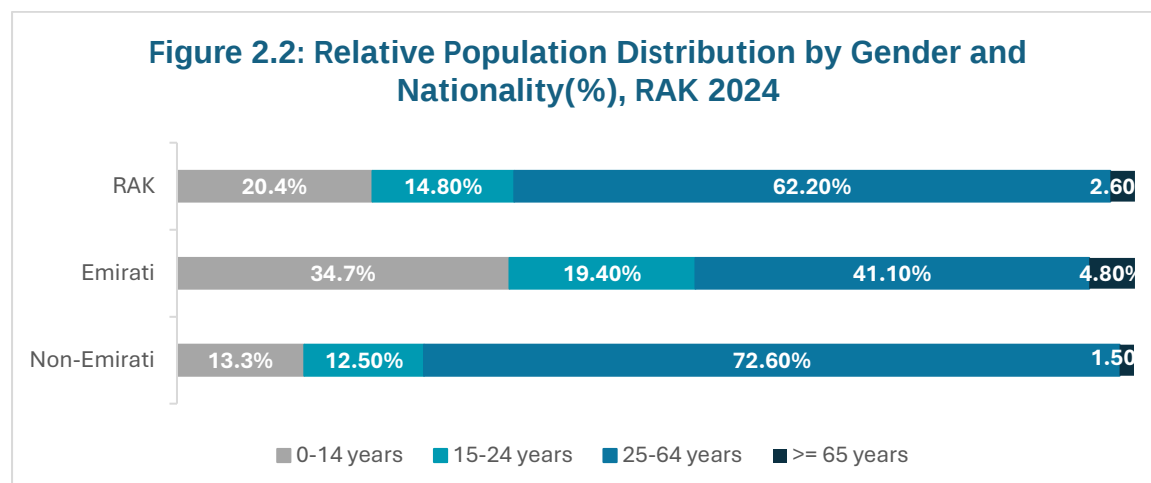
The figure also shows a slight gender imbalance among the Emirati population, as expected, (with a gender rate of approximately 106 males for every 100 females).



Gender ratio	
Ras Al Khaimah	169.1
Emirati	106.4
Non-Emirati	216.9

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

Figure (2.2) illustrates the population structure by age groups and nationality. The results of the survey showed that the age structure of the national population is heavily skewed towards youth, as almost half of the nationals, 54.1%, 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, 72.6%, while 25.8% of non-Emiratis are less than 25 years old and 1.5% 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 13.3% among this population.



2.2 Household Composition

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

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

The demographic characteristics of the household are considered important variables that help assess participation in labour force patterns. Data for the 2024 Labour Force Survey were collected from households, and the survey included four types of households: a private household headed by a Emirati; a private household headed by a non-Emirati; a group household consisting of workers who share accommodation and some living arrangements and which has no head of household, and may consist of males or females; and labour camps, which accommodate a

number of workers, whether male or female, who share a place of residence. The usual resident population in labour camps forms a large proportion of the non-Emirati population.

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

Table 2.1: Distribution of private household population in relationship with the head of household, by nationality (%), RAK 2024		
Relationship to Household Head	Emirati private Household	Non-Emirati private Household
Head of Household	16.0	29.1
Husband/Wife	12.2	17.2
Son/Daughter	48.7	43.8
Father/Mother	0.6	0.8
Son-in-law/ daughter-in-law	1.2	0.9
Grandson/Granddaughter	3.8	2.4
Brother/Sister	0.8	1.2
Grandfather/ Grandmother	0.0	0.0
Other Kinship	1.0	2.5
Domestic Workers	15.5	1.7
Other	0.1	0.3
Total	100	100

According to Table 2.3, the vast majority of private households in RAK (89.4%) were headed by a man while only 10.6% were headed by a woman. The results also indicate that the percentage of Emirati private households headed by a woman reached 17.2%, while the percentage of non-Emirati private households headed by a woman reached 6.3%. This reflects the limited presence of non-Emirati women residing alone for work purposes in Ras Al Khaimah.

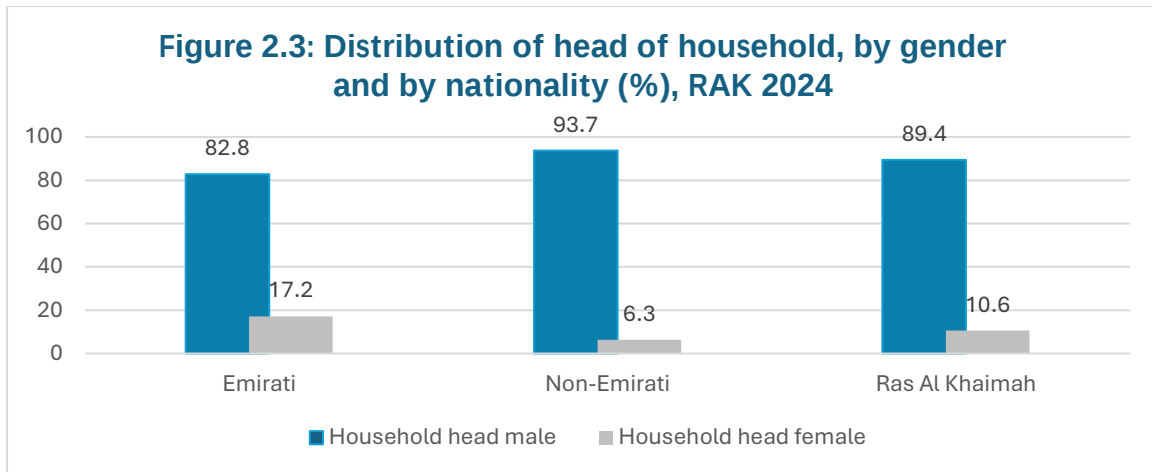
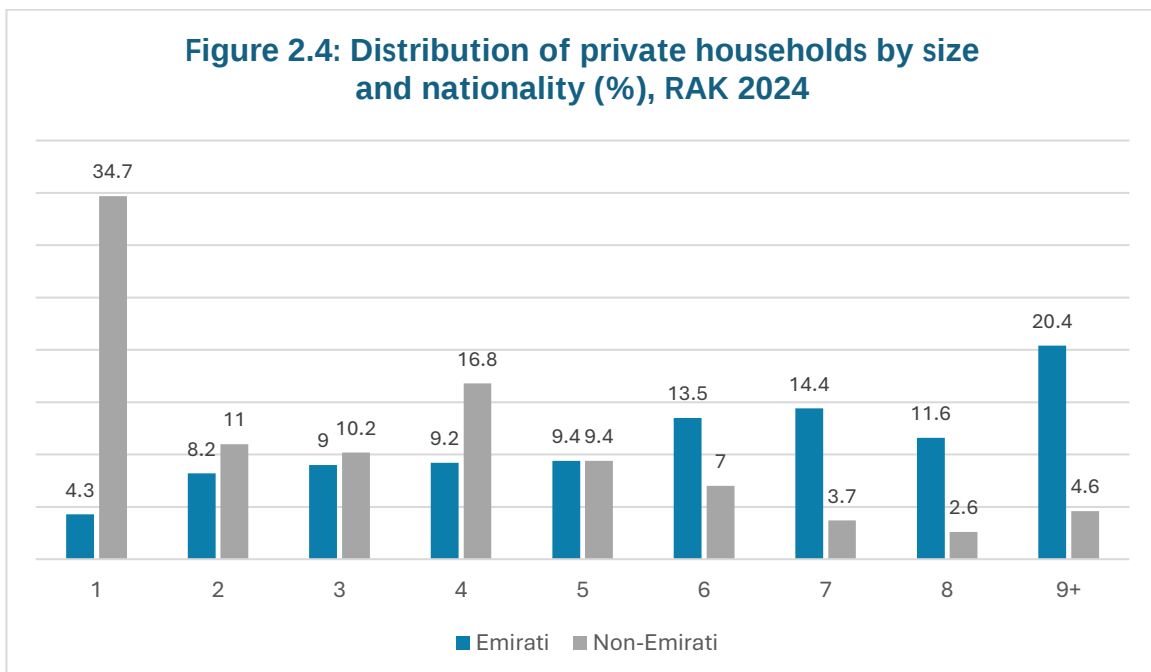
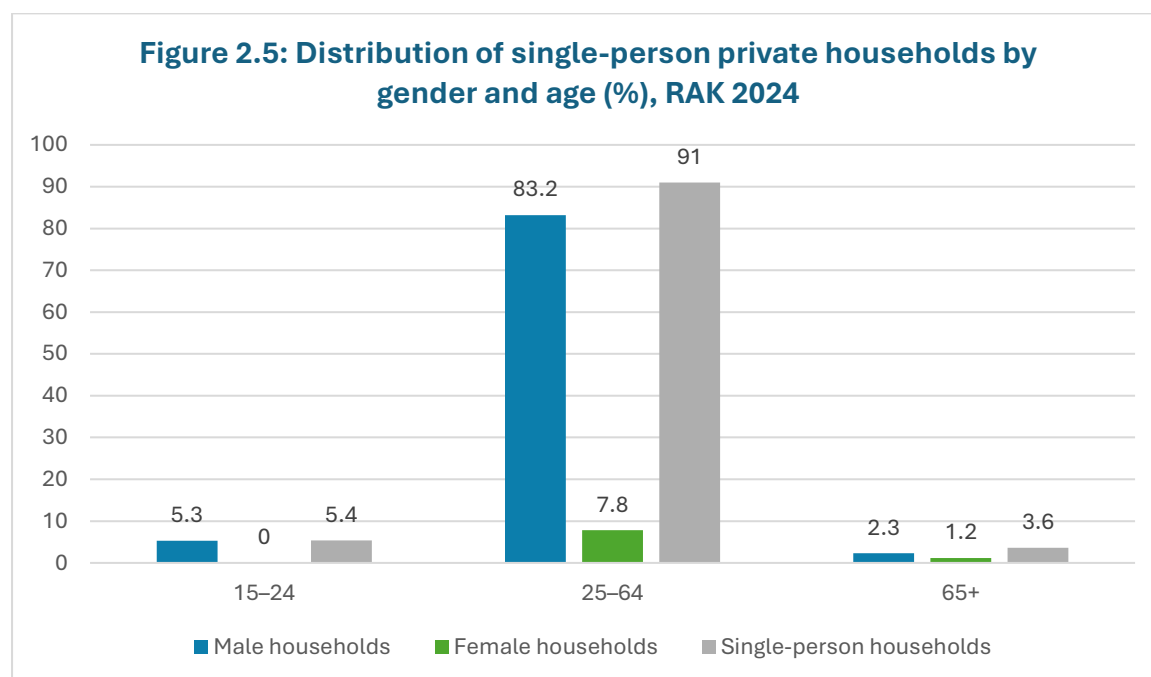


Figure 2.4 describes the private households distribution indicator which is based on the composition of the household in terms of the number of members (household size) by nationality. The figure shows a significant difference in the size of the Emirati private household compared to the non-Emirati private household, as the results showed that the typical

Emirati private household consists of 9 members or more and reached 20.4%, while the typical non-Emirati families 34.7% consists of only 1 member.



The results in (Figure 2.5) refer to single-person households where about 91.0% of these households are concentrated in the age group (25-64 years), and males make up a somewhat higher percentage, 90.8%, of people living alone for all age groups compared to females living alone, which amounted to only 9.0%.



2.3 Marital (social) status of the population

The Marital status of the population is one of the important variables because there is a connection between Labour Force Participation and the Marital status of individuals, the results (Table 2.2) indicate that 62.8% of all individuals aged 15+ are married and 33.7% have never been married.

However, 48.4% of Emiratis are married, while 43.9% are never married, then divorced and widowed at 7.7%, and the difference between males and females is visible as the percentage of single males is higher than females (47.7% vs. 39.9%), while the rate of divorced and widowed women is higher than that of men (13.1%, 2.6%).

Among the Non-Emirati aged 15 years or older, the results showed that 68.2% are married, 29.8% are never married.

**Table 2.2 :
Distribution of household population aged 15+, by marital status, nationality and gender
(%), RAK, 2024**

Marital Status	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Single	32.6	35.8	33.7	47.7	39.9	43.9	28.5	33.3	29.8
Married	66.6	55.4	62.8	49.6	47.0	48.4	71.1	60.8	68.2
Divorced/ separated	0.6	5.1	2.1	1.8	6.5	4.1	0.3	4.3	1.4
Widowed	0.3	3.6	1.4	0.8	6.6	3.6	0.1	1.7	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

2.4 School Attendance and Educational Attainment

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

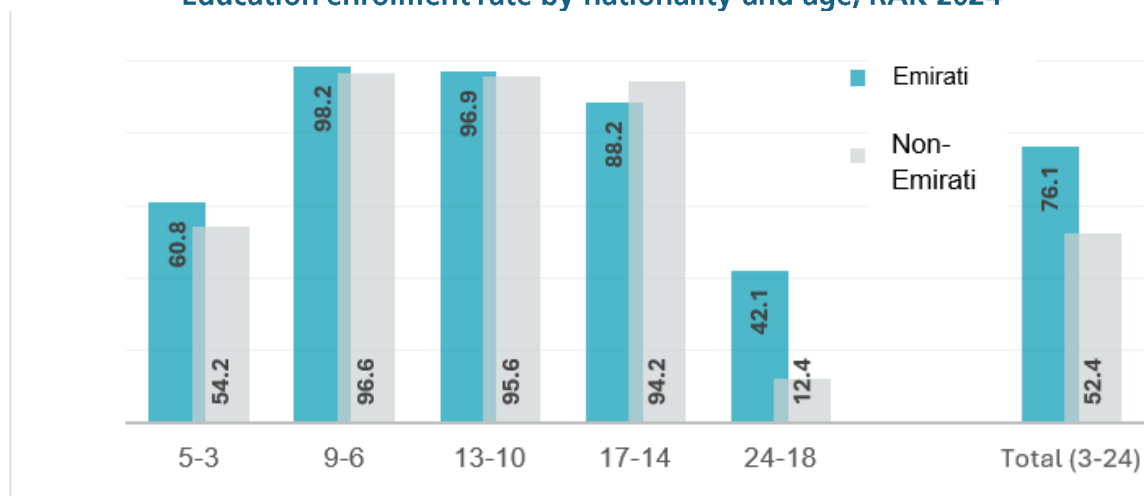
The results of the LFS showed that 63.3% of Ras Al Khaimah residents aged between 3 and 24 were enrolled in an educational institution. The results further indicate that individuals aged between 14 and 17 who were enrolled in an educational institution, whether public or private, accounted for 87.8%, while the proportion of individuals aged between 18 and 24 enrolled in an educational institution stood at 24.6% (Table 2.3).

The gender parity index (GPI) is calculated to reflect the magnitude of the gender gap. As per definition, GPI of 1 indicates parity or equality between school enrolment rates of both genders (males and females) for the same age group. The results show that the overall gender equality index is 1.2, which is higher than 1, and this may be due to the observed gender gap in the 18–24 age group who are enrolled in advanced educational institutions. The ratio indicates a different status for females in education (35.6% for females compared to 18.1% for males) (Table 2.3).

Table 2.3 Education Enrolment Rates by gender and age groups, RAK 2024				
Age-group	Male	Female	Total	GPI
3-5 years	56.3	44.3	50.7	0.8
6-9 years	97.1	94.8	96.0	1.0
10-13 years	95.6	96.0	95.8	1.0
14-17 years	86.3	89.3	87.8	1.0
18-24 years	18.1	35.6	24.6	2.0
RAK	58.3	69.6	63.3	1.2

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 (76.1% 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).

Figure 2.6
Education enrolment rate by nationality and age, RAK 2024



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

Table 4.2 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 5.3% of the population of RAK have no formal education, meaning that they have not attended any education, while 7.1% of the population are illiterate, meaning that they cannot read and write. About 16.5% 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. 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 41.3%, compared to 18.6% for male non-Emiratis, 31.1% for female Emiratis, and 22.8% for female non-Emiratis.

Table 2.4 Distribution of education levels for individuals 10 years and over by gender and nationality (%), RAK 2024									
Educational level	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A. Literate									
No formal education	3.2	9.2	5.3	2.6	3.5	3.1	3.3	13.2	6.3
Primary	15.8	15.0	15.5	15.1	16.9	16.0	16.0	13.6	15.3
Lower Secondary	26.0	16.1	22.5	18.9	14.2	16.6	28.3	17.4	25.1
Upper Secondary	24.0	26.3	24.8	41.3	31.1	36.3	18.6	22.8	19.9
Post-secondary non- tertiary	6.1	3.4	5.2	3.8	3.8	3.8	6.8	3.2	5.8
Bachelor or equivalent	14.9	19.4	16.5	11.9	21.0	16.4	15.8	18.2	16.5
Higher diploma/Master/Doctorate	3.3	2.7	3.1	3.7	1.9	2.8	3.1	3.2	3.2
B. Illiterate	6.7	8.0	7.1	2.6	7.5	5.0	7.9	8.4	8.1
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;
- iv. The advanced level, which includes: university level, master's degree or equivalent, doctorate or equivalent.

CHAPTER 3: Working-age Population

3.1 Introduction

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

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

3.2 Working-age Population

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

The results (Table 3.1) show that 79.6% of the population is of working-age, 15 years and above, 65.3% are Emiratis and 86.7% are Non-Emiratis, and when comparing Emiratis and Non-Emiratis, we notice that about 7 out of 10 Emiratis are of working-age while about 9 out of 10 Non-Emiratis are of working-age, which is due to the large presence of Non-Emiratis males for work in the Emirate.

The youth aged between 15 and 24 years accounted for 18.6% of RAK's total working-age population, with young Emiratis making up a higher percentage than young non-Emiratis, 29.7% vs.14.5%.

The overall age dependency ratio of 29.9% indicates that, in economic terms, the demographic burden associated with the dependent persons 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 65 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 17.4%.

Table 3.1 Proportion of working-age population by Nationality and Gender (%), RAK 2024			
Working-Age Population	Ras Al Khaimah	Emirati	Non-Emirati
Aged 15+ *	79.6	65.3	86.7
Male Aged 15 +	65.9	51.3	65.7
Female Aged 15 +	34.1	48.7	28.7
Youth (15-24 years)**	18.6	29.7	14.5
Age Dependency ratio***	29.9	65.3	17.4

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

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

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

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

Table 3.2 presents an overview of the share of population 15 years and over, by economic activity status, by nationality and gender. The labour force represents the current provision of labour for the production of goods and services in the economy. In terms of nationality, there are differences between the Emirati and non-Emirati population regarding the economically active persons, 51.5% and 85.5%, respectively. The differences are also clear with regard to the economically inactive persons (outside the labour force), with 48.5% for Emiratis and 14.5% for non-Emiratis.

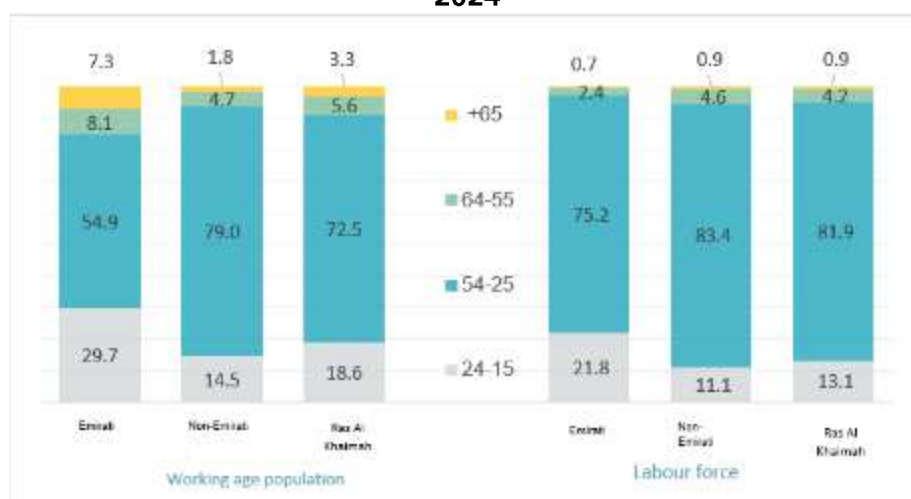
Nationality	Gender	Labour Force				Outside Labour Force	Total Population 15+ (%)
		Employed	Unemployed	Total	%		
Ras Al Khaimah	Males	97.2	2.8	100.0	89.4	10.6	100.0
	Females	82.6	17.4	100.0	50.8	49.2	100.0
	Total	93.8	6.2	100.0	76.2	23.8	100.0
Emirati	Males	94.0	6.0	100.0	66.8	33.2	100.0
	Females	70.1	29.9	100.0	35.4	64.6	100.0
	Total	86.0	14.0	100.0	51.5	48.5	100.0
Non-Emirati	Males	97.8	2.2	100.0	95.5	4.5	100.0
	Females	87.2	12.8	100.0	60.6	39.4	100.0
	Total	95.6	4.4	100.0	85.5	14.5	100.0

3.3 Labour Force and Unemployment

▪ Labour force

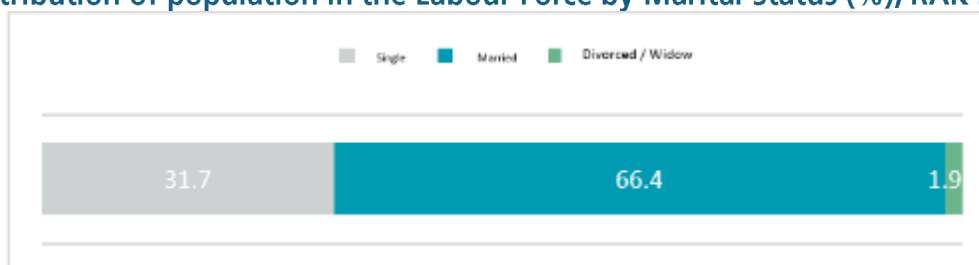
Figure (3.1) illustrates the existence of differences regarding the working-age population as well as the labour force among Emiratis and non-Emiratis. Among youth in the 15–24 age group, the 25–54 age group, and older persons (65 years and above), and for those aged between 25 and 54 years, the percentage of non-Emiratis in the labour force was higher than that of Emiratis (83.4% compared with 75.2%).

Figure 3.1
Distribution of working-age population and Labour Force by age groups (%), RAK 2024



In terms of the marital status, the data indicated that the majority of economically active persons are married with almost 66.4% of the total labour force (Figure 3.2).

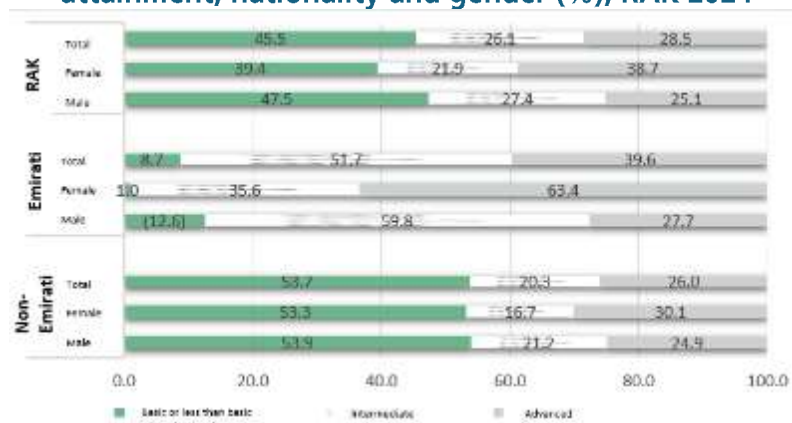
Figure 3.2
Distribution of population in the Labour Force by Marital Status (%), RAK 2024



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 (8.7%), there were 5 out of 10 non-Emirati workforce (53.7%) with the same status. However, the share of the labour force people having completed an advanced education level is nearly 14 percentage points higher for Emirati compared to non-Emirati (39.6% and 26.0% 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: 63.4% of the women had an advanced educational level, while the majority of men in the workforce had an intermediate educational level, 59.8%.

Figure 3.3
Distribution labour force population aged 15 years and over by groups of education attainment, nationality and gender (%), RAK 2024

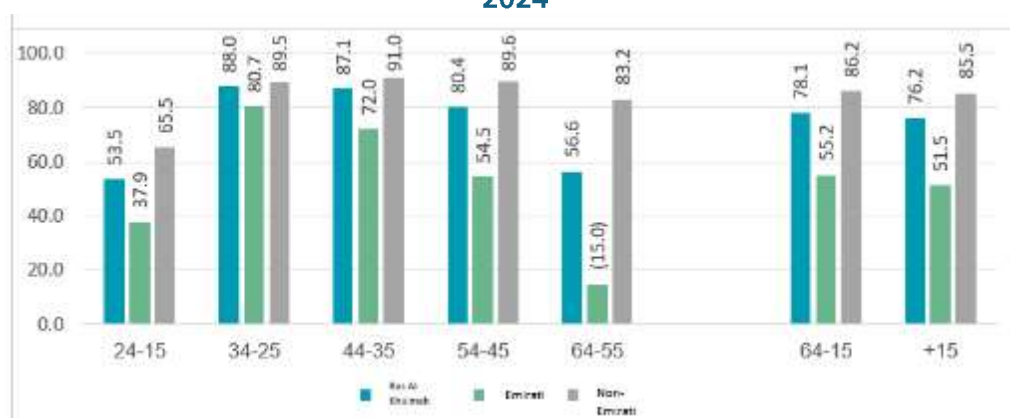


The level of labour market activity is typically measured by the labour force participation rate (LFPR), defined as the ratio of the labour force to the working-age population (15 years and over), expressed in percentage. The LFS survey results indicate that over three fourth of the working-age population living in RAK were either working for pay or profit, or looking for work, 76.2% (Figure 3.4).

Regarding the economically active population, there is a clear difference between adult Emiratis and non-Emiratis, where non-Emiratis, were to a greater extent more actively engaged in the labour market than their Emirati counterparts (85.5% and 51.5%, 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 35-44 years at 91.0%. For Emiratis, the curve reaches a peak in the same age group (25-34) at 80.7% (Figure 3.4).

Figure 3.4
Labour Force Participation Rate of Emiratis and non-Emiratis by age groups, RAK 2024



During the period from 2020 to 2024, there was an increase in the overall LFPR, by 1.5 percentage points (Table 3.3). LFPR for Emiratis of both genders increased 3.6 percentage points. The gender differences remain significant, as the LFPR is lower for women than for men for Emiratis and non-Emiratis.

Nationality	Male				Female				Both genders				Change
	2020	2021	2023	2024	2020	2021	2023	2024	2020	2021	2023	2024	
Ras Al Khaimah	91.0	88.5	89.9	89.4	48.0	49.1	52.0	50.8	77.7	75.2	76.0	76.2	- 1.5
Emirati	66.6	64.6	67.6	66.8	30.0	32.5	35.4	35.4	47.9	48.9	51.0	51.5	3.6
Non-Emirati	96.5	94.5	95.7	95.5	61.7	59.0	62.2	60.6	88.2	84.4	85.3	85.5	-2.7

▪ Unemployment

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

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

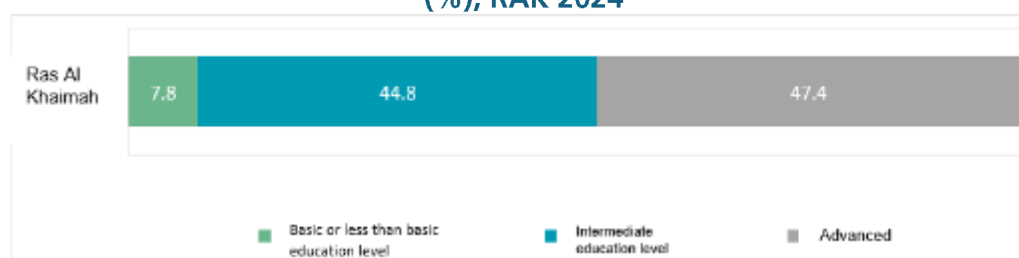
According to Table (3.4), the results of the 2024 Labour Force Survey show that the overall unemployment rate—i.e., the percentage of unemployed persons within the labour force—reached 6.2%. The data also indicate a decline in unemployment between 2023 and 2024 by 1.1%.

As expected, women in the labour force are more prone to unemployment than men. The gender gap reached approximately 15 percentage points, as the unemployment rate among females was 17.4% compared with 2.8% for males. This may be attributed to the desire of many women to enter the labour market and search for employment, especially amid the growing number of women completing university education.

Ras Al Khaimah	Male				Female				Both genders				Gender Gap
	2020	2021	2023	2024	2020	2021	2023	2024	2020	2021	2023	2024	
	3.3	3.4	4.4	2.8	15.7	19.2	13.2	17.4	5.6	6.9	7.3	6.2	

The results (Figure 3.5) showed that among the unemployed people in RAK, the largest share was for those with an advanced educational level, 47.4%. However, 44.8% of the unemployed had an intermediate educational level.

Figure 3.5
Distribution of unemployed persons aged 15 years and over by educational level (%), RAK 2024



▪ Labour force participation and unemployment of women and youth

The gender differences in LFPR: it is clearly evident that the gender disparity in economic participation at the Emirate level is due to the fact that the economic activity participation rate among women is significantly lower than that of men over the years (as shown in Table 3.3

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

Table 3.5 LFPR Labour force participation rate by age groups and gender, RAK 2024				
Age groups	Male	Female	Both genders	Gender Gap*
15-24 years	65.6	35.0	53.5	30.6
25-34 years	98.1	70.6	88.0	27.5
35-44 years	98.5	59.9	87.1	38.6
45-54 years	94.6	45.7	80.4	49.0
15-64 years	90.8	53.2	78.1	37.5

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

Youth in the labour force: LFPR of young people aged 15-24 in RAK was 53.5%, compared to 76.2% in the population aged 15 and above (Table 3.6). This is not necessarily a negative indicator since most youth are outside the labour force to continue their education, 84.7% (see Table 3.9).

Table 3.6 Youth labour force participation rate by gender, compared with total in the Emirate, RAK 2024			
Age groups	Male	Female	Both genders
Youth (15-24 years old)	65.6	35.0	53.5
Total working-age population (15+ years old)	89.4	50.8	76.2

Youth unemployment: Unemployment and lack of job opportunities negatively affect society, especially youth. Tackling it is important, as youth unemployment was 13.8%. It is observed that the youth unemployment rate is approximately double the overall unemployment rate. (Table 3.7).

Table 3.7 Youth unemployment rate compared with total in the Emirate, RAK 2024	
Age groups	Ras Al Khaimah
Youth (15-24 years old)	13.8
Total working-age population (15+ years old)	6.2

3.4 Population Outside the Labour Force (economically inactive population)

The population outside the labour force consists of persons of working-age (15 years and above) who are economically inactive and therefore outside the labour force. They are a category of the population who have no employment and are, at the same time, not unemployed, meaning they are neither available for work nor seeking work. The common reasons for being outside the labour

force are numerous, including: Participation in formal education, engagement in household duties, retirement or illness, infirmity or disability. Part of this group are also some people who do not look for work because they believe their job search would not yield results. In general terms, persons outside the labour force, often seen as dependents of persons in the labour force. The economic inactivity rate in 2024 was estimated at 23.2% at RAK level, with significant differences for the Emirati and the Non-Emirati populations (48.5% and 14.5%, respectively) (see Table 3.2 above).

Furthermore, and in line with global trends, the inactivity rate was considerably higher for women than for men. Slightly over half of the working-age women were not in the labour force, 49.2% compared to only 10.6% of the working-age men, reflecting thus a strong gender pattern for being inactive that is potentially linked to societal gender roles (as shown in Table 3.2 above). The highest share of the population outside the labour force in RAK, was made up of people who were not working because of carrying out domestic tasks 41.8%, followed by students at 32.3% and then 25.9% by retirement, unwilling to work, could not find suitable work, reaching 65 of age and over, disability or illness, (Table 3.8).

Table 3.8: Distribution of the population aged 15 years and above outside the labour force by gender and reason for inactivity, Ras Al Khaimah 2024			
Reasons for being outside labour force	Male	Female	Both genders
Domestic tasks	1.4	58.5	41.8
Student	49.7	25.1	32.3
Other*	48.9	16.4	25.9
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, 58.5, were engaged in domestic tasks, whereas inactive men tend to be under the category "Other", 48.9%, or full-time student, 49.7% (Table 3.8 above). Over half of those economically inactive, 69.7%, aged 25-64 were engaged in domestic tasks, while not surprisingly, for the young people aged 15-24 years a considerable proportion was as expected in full time education, 84.7% (Table 3.9).

Table 3.9 Distribution of population outside labour force by main age groups and main reasons of inactivity (%), RAK 2024		
Reasons for being outside labour force	15-24 years old	25-64 years old

Domestic tasks	5.3	69.7
Student	84.7	2.9
Other	10.0	27.4
Total	100.0	100.0

CHAPTER 4: Employment

4.1 Introduction

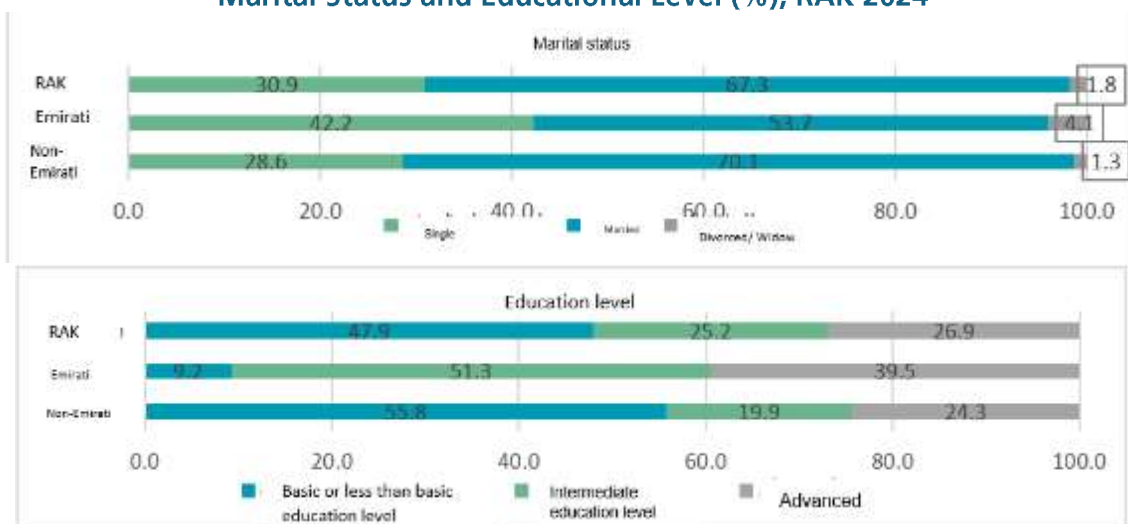
Investigating employment of individuals is critical as it is the main determinant of living standards. Estimates on employment are crucial to monitor progress towards various national policies. The employed population comprises all persons of working-age (aged 15 years and over) who in a short reference 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 2024, 7 out of 10 employed persons in Ras Al Khaimah were married, 67.3%, and nearly only one-third of them were single, 30.9%.

There is a close relationship and correlation between educational attainment and getting a job, with the largest number of highly educated people among working Emiratis at 39.5%, compared to 24.3% of non-nationals. The result suggests that the majority of Non-Emirati were engaged in lower-skilled occupations.

Figure 4.1
Distribution of employed population aged 15 years and above by Nationality, Marital Status and Educational Level (%), RAK 2024



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 71.5%: 44.3% of Emiratis were involved directly in market-related activities compared to a higher ratio of 81.7% relative to Non-Emiratis (Table 4.1). Furthermore, major gender differences were observed: the ratio for men was as double as that of women (86.8% and 42.0% 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, 2024

Nationality	Male				Female				Both genders				Change
	2020	2021	2023	2024	2020	2021	2023	2024	2020	2021	2023	2024	
Ras Al Khaimah	88.0	85.5	85.9	86.8	40.5	39.7	43.7	42.0	73.3	70.0	70.5	71.5	-1.8
Emirati	61.3	59.4	62.1	62.8	19.5	19.8	24.7	24.8	40.0	40.1	42.9	44.3	4.3
Non-Emirati	94.1	92.0	92.1	93.3	56.4	51.6	55.4	52.9	85.1	80.6	80.8	81.7	-3.4

The employment-to-population ratio by age groups and nationality is presented in Table 4.2. The data indicates that 62.8% of Emiratis and 86.8% 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 Emiratis.

**Table 4.2
Employment-to-population ratio by age groups and by nationality, RAK 2024**

Age groups	Ras Al Khaimah	Emirati	Non-Emirati
15-24 years	46.2	27.9	60.2
25-54 years	81.8	62.8	86.8
55-64 years	53.1	14.6	77.8
15-64 years	73.3	47.4	82.4

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 2024 indicate that the branches employing the largest numbers of persons at the Emirate level (Table 4.3) were: Manufacturing activities accounted for 22.2%, followed by public administration and defence at 13.9%, followed by households as employers at 13.7%, then administrative and support service activities at 8.9%, and construction at 8.7%.

Branch of economic activity	Ras Al Khaimah	Emirati	Non- Emirati
Agriculture, forestry and fishing	5.0	1.6	5.6
Mining and quarrying	1.9	3.9	1.5
Manufacturing	22.2	2.9	26.1
Electricity, gas, steam and air conditioning supply	0.4	0.6	0.3
Water supply, sewerage, waste management and remediation activities	0.2	0.1	0.2
Construction	8.7	1.0	10.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.9	2.3	7.8
Transportation and storage	4.1	1.9	4.5
Accommodation and food service activities	3.5	0.7	4.1
Information and communications	0.4	0.4	0.3
Financial and insurance activities	1.1	4.4	0.4
Real estate activities	0.5	0.4	0.5
Professional, scientific and technical activities	1.2	0.8	1.3
Administrative and support service activities	8.9	3.0	10.1
Public administration, defence and compulsory social security	13.9	66.3	3.2
Education	2.6	5.6	2.0
Human health and social work activities	1.6	2.2	1.5
Arts, entertainment and recreation	0.9	0.1	1.1
Other service activities	2.2	0.7	2.5
Activities of households as employers	13.7	0.1	16.4
Not specified	0.4	1.0	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, 61.4% of jobs were found in services, 33.3% in industry and 5.0% in agriculture (Table 4.4). The share in services is, however, significantly higher for Emiratis

than Non-Emiratis (88.9% vs. 55.8%) 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 2024									
Major Branch of economic activity	Ras Al Khaimah			Emirati			Non-Emirati		
	Male	Female	Both genders	Male	Female	Both genders	Male	Female	Both genders
Agriculture	6.2	-	5.0	2.2	-	1.6	6.9	-	5.6
Industry	40.1	5.9	33.3	7.4	11.3	8.5	46.0	4.2	38.3
Services	53.3	93.6	61.4	89.6	87.1	88.9	46.7	95.5	55.8
Not Specified	0.4	0.5	0.4	0.8	1.6	1.0	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 2024, 77.5% of employed Emiratis were working for Federal and Local government. The remaining, 22.5%, were working in the private sector, shared sector, and other institution sectors. For non-Emiratis, 68.3% the largest share, as expected, was recorded in the private sector. Nearly a fifth, 16.3%, 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 2024			
Type of economic activity sector	Ras Al Khaimah	Emirati	Non-Emirati
Government (Federal & Local)	19.9	77.5	8.2
Private sector	59.6	16.3	68.3
Shared (Government and Private)	5.7	5.3	5.8
Private Household	13.6	0.6	16.3
Other	1.2	0.3	1.4
Total	100.0	100.0	100.0

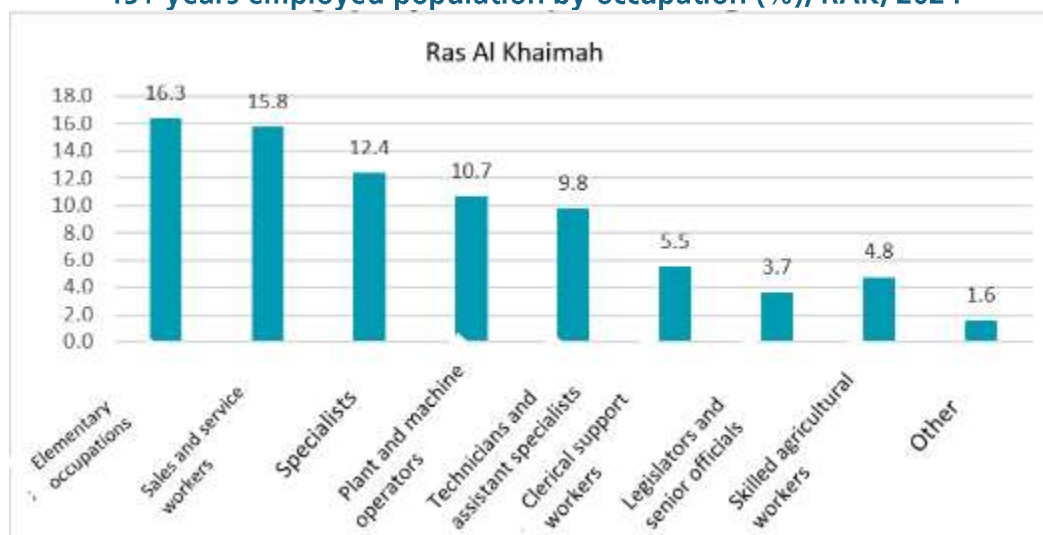
4.4 Employment by Occupation

The structure of occupations provides a way to judge the quality of employment. "Occupation" refers to the kind of work usually done by a person employed, regardless of the branch of economic activity or the person's employment status. The LFS 2024 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; Sales and service workers;

Skilled agricultural, forestry and fisheries workers; Crafts and related trades workers; Plant and machine operators and assemblers; Elementary occupations; Other occupations.

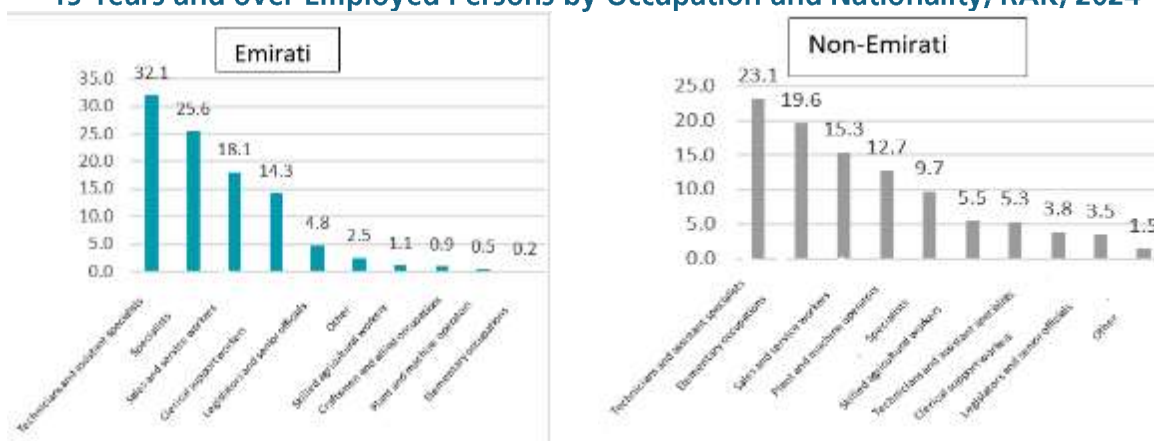
The share of occupations in Ras Al Khaimah, ranked from highest to lowest, is characterised by a concentration of employment in elementary occupations, which reached 16.3% (Figure 4.2).

Figure 4.2
15+ years employed population by occupation (%), RAK, 2024



The occupational structure among Emiratis is different from the one of the non-Emiratis (Figure 4.3). The employment of Emiratis was mostly concentrated on highly skilful occupations, such as technicians, professionals and managers, while Emiratis are not occupying low-skill occupations, such as elementary occupations, craftsmen, or machinery operators. In comparison, for the non-Emiratis, most of employed persons were working in low-skill occupations (i.e., carried out by hand and personal interaction): craftsmen, sales 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, 2024



4.5 Status in Employment

The classification of employed persons by status in employment provides an indication of the types of economic risk that the employed face in their work, the strength of institutional attachment between the person and the job, and the type of authority over establishments and other workers. The LFS 2024 data enable estimates on the following categories of the International Classification of Status in Employment (ICSE-93): paid employees; employers; own-account workers; contributing household workers who work for pay or profit.

The International Labour Organization (ILO) uses the proportion of own-account workers and contributing family workers out of total employment as a useful indicator for measuring vulnerable employment.

The composition of the employed population by employment status in the main (only) job is presented in Table 4.6. Paid employment was the dominant form of employment in RAK. Paid employees constituted 97.3%, 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 (97.9% and 97.1%, respectively) were paid employees and thus are likely to have more job security and, therefore, a more consolidated socio-economic position. The contributing household workers and own-account workers (Those identified as being in vulnerable employment constituted only 0.7% of the labour force in Ras Al Khaimah), indicating that job vulnerability was low in the Emirate.

Status in employment	Ras Al Khaimah	Emirati	Non-Emirati
Paid Employee	97.3	97.9	97.1
Employer	2.0	0.9	2.2
Own-account worker	0.4	0.7	0.4
Contributing household worker	0.3	0.5	0.3
Total	100.0	100.0	100.0
Vulnerable Employment	0.7	1.2	0.6

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